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NEW YORK STATE DEPARTMENT OF LABOR

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TWENTY-SECOND ANNUAL REPORT

ON

FACTORY INSPECTION

For the Twelve Months Ended September 30

1907

TRANSMITTED TO THE LEGISLATURE MARCH 23, 1908, AS PART II OF THE
SEVENTH ANNUAL REPORT OF THE DEPARTMENT OF LABOR



ALBANY
STATE DEPARTMENT OF LABOR
1908

Vol. 11, p. 27

THE
TO
WHEEL COACHING

ALBANY
J. B. LYON COMPANY, STATE PRINTERS
1908

STATE OF NEW YORK.

No. 30 B

IN ASSEMBLY,

MARCH 23, 1908.

ANNUAL REPORT

OF THE

BUREAU OF FACTORY INSPECTION

STATE OF NEW YORK:

DEPARTMENT OF LABOR,

ALBANY, March 23, 1908.

To the Speaker of the Assembly:

Sir.— I transmit herewith the report of the Bureau of Factory Inspection for the twelve months ending September 30, 1907, constituting the twenty-second report in the series of annual reports upon factory inspection.

Respectfully yours,

JOHN WILLIAMS,

Commissioner.

HC 157

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CONTENTS.

	PAGE.
Tabular summaries	7
Work of the deputy inspectors	16
Orders and compliances	18
Prosecutions	18
Complaints	19
Accidents	20
Tenement manufactures	21
Child labor	23
Employees in factories	26
Assignments of the deputy factory inspectors	28

APPENDIX-STATISTICAL TABLES.

I. Monthly summary of the deputy factory inspectors	32
II. Number of orders issued to factory owners and compliances reported therewith to February 1, 1908	34
III. Detailed statement of prosecutions	50
IV. Complaints investigated	64
V. Number, age and sex of persons reported injured in factories and quarries: By causes	66
VI. Nature and extent of injuries sustained	70
VII. Particulars of fatal accidents	74
VIII. Accidents in portable saw mills	92
IX. Children's employment certificates issued by local boards of health . .	94
X. Certificates of boiler inspection	104
XI. Statistics of factories inspected in each county	106
XII. Statistics of factories inspected in each city and village	110
<i>(Principal industries specified in each city of the third class.)</i>	
XIII. Statistics of factories in first and second class cities — By industries: Albany	162
Buffalo	166
New York	172
Rochester	198
Schenectady	204
Syracuse	206
Troy	212
Utica	216
Yonkers	220
XIV. Statistics of factories inspected in each industry	224
<i>(Larger industrial centers specified under each industry.)</i>	
XV. Statistics of mines and quarries inspected	260
CLASSIFICATION AND INDEX OF INDUSTRIES	269

REPORT.

The summary tables herein contained will enable the reader at a glance to gain a fairly accurate and comprehensive view of the work done through the Bureau of Factory Inspection during the twelve months ended September 30, 1907.

Tables I, III, IV, VI and VII are reprinted from the preliminary report of the Bureau, published as an appendix to the annual report of the Commissioner of Labor, issued in January, 1908. The additional tables were compiled later.

A comparative study of these tables with those contained in previous reports will be both interesting and instructive. While doing that, it would be well to remember that our motto is to excel in the quality of the service rendered each year. We pay but little heed to statistics except as a measure of continued application to duty on the part of our field force.

1.— WORK OF DEPUTY FACTORY INSPECTORS, 1907.

Summarized from Table I of the Appendix.

Regular inspections:

Factories in separate buildings.....	12,431
Tenant factories	22,974
Laundries	1,967
Bakeries	3,874
Mines or quarries	173
Tenant factory buildings.....	820
Tenement buildings (licensed).....	4,577
Total	46,816

Special inspections (factories, laundries, bakeries)..... 1,476

Investigations:

Accidents . . . . .	.....
Applications for license.....	3,740
Complaints	643
Compliances (number of establishments).....	34,863
On special orders.....	1,412
Total.	40,658

Observations — tenement buildings (unlicensed)..... 5,430

II.8 NEW YORK STATE DEPARTMENT OF LABOR.

Tagging to stop work:

Goods in tenements (§ 100).....	251
Goods in tenant factories (§ 95).....	358
Articles in bakeries (§ 114).....	26
Unsafe machinery (§ 81).....	.....
Scaffolding (§ 19)	1
Total. . .	634

Prosecutions begun 374

Days or parts of days on court work..... 681½

Days consumed by illness or travel..... 942½

Days absent by leave or vacation..... 934½

2.— ORDERS AND COMPLIANCES.

Summarized from Table II of the Appendix.

SUBJECT OF ORDERS.	COMPLIANCES REPORTED BY				Final notices issued.
	No. of orders issued (net total.)*	In-spectors.	Owners or occup-ants.	Total.	
1. Posting, registers, etc.....	28,541	28,473	39	28,512	23
2. Sanitation and safety.....	22,931	20,372	632	21,004	2,638
Lighting. . .	723	668	8	676	147
Ventilation and overcrowding.....	106	102	1	103	7
Time for meals. .	33	30	...	30	2
Cleanliness, sanitary conveniences.	11,063	9,871	68	9,939	1,416
Dangerous machinery	6,678	5,660	493	6,153	586
Elevators, holstways, etc.....	722	691	7	698	61
Protection from fire.....	2,942	2,764	44	2,808	314
Unsafe buildings	664	586	11	597	106
3. Children. . .	2,392	2,369	12	2,381	18
4. Women and minors.....	259	227	2	229	13
5. Laundries (special).	380	369	4	373	79
6. Tenement work places†.....	10	10	..	10	..
7. Bakeries (special).	6,832	5,692	25	5,717	544
8. Mines and quarries.....	84	28	28	56	..
9. Payment of wages.....	12	12	..	12	..
Total. . .	61,441	57,552	742	58,294	3,315

* I. e. exclusive of orders suspended, rescinded, etc.

†Exclusive of notifications to file registers of outside workers separately tabulated in Table 6 below.

3.—SUMMARY OF PROSECUTIONS.

Summarized from Table III of the Appendix.

OFFENSE.	RESULTS.							FINES
	PROSECUTIONS.		Pend- ing.	Dis- missed or ac- quitted.	With- drawn.	Con- victed: sen- tence sus- pended.	Con- victed: fined.	
	Groups.	Cases.						
(A) PROCEEDINGS INSTITUTED BEFORE OCTOBER 1, 1906.								
II. Health and safety:								
Failure to light halls and stairways	1	1	.....	.....	.....	.....	1	\$25
Failure to allow 20 minutes for lunch at 6 P. M.....	1	1	.....	.....	.....	1	.....	.....
Failure to provide wa- ter in water closets..	1	1	.....	.....	.....	.....	1	75
Failure to provide ex- haust fans	3	3	2	.....	.....	1	.....	.....
III. Children:								
Employment of child under 16 without cer- tificate	16	25	.....	†4	.....	11	10	245
Employment of child under 14	17	a21	.....	1	.....	7	13	495
Employment of child under 16 more than 9 hours per day.....	3	7	.....	.....	‡1	2	4	110
Making false statement in application for em- ployment certificate..	1	1	.....	†1	.....	.....	.....	.....
IV. Women and minors:								
Employment of women after 9 P. M.....	3	3	1	2	.....	.....	.....	.....
Employment of women more than 60 hours per week	1	2	.....	.....	.....	2	.....	.....
Employment of minors under 18 more than 60 hours per week.....	1	3	.....	.....	.....	2	1	20
VII. Bakeries:								
Permitting employees to sleep in storeroom...	1	1	.....	.....	.....	.....	1	35
Total	49	a69	3	8	1	26	31	\$1,005

(B) PROCEEDINGS INSTITUTED IN CURRENT YEAR.

I. Administration:								
Interference with fac- tory inspector in the performance of his duties	5	5	4	.....	.....	.....	1	\$10

aIncludes 2 cases reported since completion of tabulation, as in annual report of Bureau of Factory Inspection for 1906.
†One case submitted to grand jury and indictment refused.
‡District attorney refused to present to grand jury, indictment having been refused in accompanying case.
*Dismissed on compliance or allegation of compliance with law.

3.—SUMMARY OF PROSECUTIONS—(Continued).

OFFENSE.	RESULT.								FINES.
	PROSECUTIONS.		Pend- ing.	Dis- missed or ac- quitted.	With- drawn.	Con- victed; sen- tence sus- pended.	Con- victed: fined.		
	Groups.	Cases.							
(B) PROCEEDINGS INSTITUTED IN CURRENT YEAR—(Continued).									
II. Health and safety:									
Failure to light halls and stairways	1	1	.....	*1	.....	.....	.....	.....	.....
Failure to clean water closets	2	2	.....	1	.....	.....	1	.....	\$0
Failure to clean and paint water closets...	1	1	.....	*1	.....	.....	.....	.....	.....
Failure to provide sepa- rate water closets for sexes	1	1	.....	*1	.....	.....	.....	.....	.....
Failure to provide wa- ter closets	1	1	.....	*1	.....	.....	.....	.....	.....
Failure to provide wa- ter closets and wash room	1	1	.....	.....	.....	.....	1	.....	\$20
Failure to safeguard hoistway and do nec- essary cleaning	1	1	.....	*1	.....	.....	.....	.....	.....
III. Children:									
Employment of child under 14	66	82	32	7	.....	8	35	.....	\$60
Employment of child under 16 without cer- tificate	112	175	§17	¶26	||9	60	63	.....	1,530
Employment of child under 16 more than 9 hours per day.....	29	54	§13	9	5	16	11	.....	280
Employment of child under 16 after 7 P. M..	2	8	.....	.....	.....	7	1	.....	20
Employment of child under 16 on dangerous machinery	1	1	.....	.....	.....	1	.....	.....	.....
Employment of child under 16 after 7 P. M. and more than 9 hours per day	1	1	.....	.....	.....	1	.....	.....	.....
Employment of child under 16 without cer- tificate and after 7 P. M.....	1	1	.....	.....	.....	1	.....	.....	.....
Employment of child under 16 at sorting rags	1	1	1	.....	.....	.....	.....	.....	.....
Failure to keep register of children employed..	1	1	1	.....	.....	.....	.....	.....	.....
Failure to provide evi- dence of child's age..	1	1	.....	1	.....	.....	.....	.....	.....

||Two cases withdrawn because of inability to locate boys named in the complaints.
*Dismissed on compliance or allegation of compliance with law.
¶Eleven cases submitted to grand jury and indictment refused; one case defendant discharged with reprimand.
§Two cases pending on appeal.

3.—SUMMARY OF PROSECUTIONS—(Continued).

OFFENSES.	RESULT.							FINES.
	PROSECUTIONS.		Pend- ing.	Dis- missed or ac- quitted.	With- drawn.	Con- victed: sen- tence sus- pended.	Con- victed fined.	
	Groups.	Cases.						
(B) PROCEEDINGS INSTITUTED IN CURRENT YEAR—(Continued).								
IV. Women and minors:								
Employing female more more than 60 hours per week	13	33	1	3	1	27	1	20
VI. Workshops in tenements:								
Giving out work to be done in unlicensed tenements	2	2	.....	1	.....	.....	1	20
Removing tagged goods from unlicensed tene- ments and removing tags	1	1	.....	.....	.....	.....	1	20
Total	244	374	69	53	15	121	116	\$2,830
Grand total	293	443	72	61	16	147	147	\$3,835

4.—SUMMARY OF COMPLAINTS INVESTIGATED.¹

Summarised from Table IV of the Appendix

SUBJECT OF COMPLAINT.	SPECIAL INVESTIGATIONS.				Anony- mous com- plaints
	Sus- tained.	Not sus- tained.	Place complained of not found.	Total.	
PAYMENT OF WAGES.					
Failure to pay weekly (§ 10).....	3	2	.....	5	1
FATORIES					
1. Posting of law, etc. (§§ 76-8, 87, 89, 105).	2	.....	.....	2	.....
2. Sanitation and safety (§§ 62, 79- 86, 88-91	191	103	10	304	183
a. Lighting (§ 81).....	24	14	2	40	22
b. Ventilation and overcrowd- ing (§§ 85-6).....	10	14	2	26	16
c. Time allowed for meals (§ 89)	1	.....	.....	1	.....
d. Cleanliness and sanitary conveniences (§§ 84-88)....	*101	45	4	150	101
e. Dangerous machinery (§§ 81- 91)	20	10	1	31	16
f. Elevators, hoistways, etc., (§ 79)	3	2	.....	5	6
g. Protection from fire (§§ 80, 82, 85)	*24	13	1	38	13
h. Unsafe buildings (§§ 62, 90)	*8	5	.....	13	8
3. Children (§§ 70, 72, 79, 81).....	*60	70	7	137	42
4. Women and minors (§§ 77, 79, 81, 86)	17	22	1	40	39

¹Exclusive of complaints re hours of labor on public work under § 3 of the Labor Law, concerning which see page 65 of the current report of the Commissioner of Labor.

II.12 NEW YORK STATE DEPARTMENT OF LABOR.

4.—SUMMARY OF COMPLAINTS INVESTIGATED—(Continued).

SUBJECT OF COMPLAINT.	Sus- nained.	Not sus- tained.	SPECIAL INVESTIGATIONS.		Anony- mous com- plaints.
			Place complained of not found.	Total.	
FABRIKES—(Concluded).					
6. Tenement work (Art. VII).....	18	12	2	32	16
7. General violation of factory law	5	2	1	8	18
BAKERIES.					
Water closets, drainage or plumb- ing (§§ 111, 113).....	1	.....	.....	1	.....
Ventilation (§ 111).....	6	4	3	13	4
Sleeping in bakeroom (§ 113).....	1	3	.....	4	1
Cleanliness (§ 112).....	3	7	.....	10	4
Height of ceiling (§ 112).....	1	.....	.....	1	1
Defective drainage (§ 111).....	13	5	.....	18	3
Defective ceilings (§ 112).....	5	2	.....	7	2
Flooring (§ 112).....	.....	6	.....	6	.....
General violation of bakeshop law	*23	6	1	30	23
MINES AND QUARRIES.....	.....	1	.....	1	.....
CONDITIONS NOT WITHIN DEPART- MENTS' JURISDICTION .....	.....	.....	.....	24	19
Total	†349	245	25	†643	§§355
New York City.....	§287	172	25	¶507	332
Remainder of State.....	*62	73	.....	**136	23

*Includes one complaint sustained in part.
†Includes five complaints sustained in part.
§Includes four complaints sustained in part.
‡Includes 24 complaints outside jurisdiction of the department. The number of separate communications was 538, as 86 covered more than one subject; thus, 71 covered two subjects; 11, three subjects; 4, four subjects.
**Includes one complaint outside jurisdiction of the department.
¶Includes 23 complaints outside jurisdiction of the department.
§§The number of separate communications was 305, as 39 covered more than one subject; thus 29 covered two subjects; 9, three subjects; 1, four subjects.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.13

5.—ACCIDENTS IN FACTORIES, MINES AND QUARRIES.

Compiled from Tables V to VII of the Appendix.

AGE GROUPS.	Males.	Females.	Total.	Persons killed.	Persons permanently disabled.*
Under 16 years of age.....	129	15	144	4	34
From 16 to 18 years of age.....	971	178	1,149	13	253
18 years old and upward.....	17,451	604	18,055	325	2,426
Age not stated.....	77	6	83	2	20
Total	18,630	801	19,431	b344	c2,733
CAUSES.					
Mechanical power	8,397	649	9,046	171	2,164
Heat and electricity.....	1,559	21	1,580	71	40
Fall of person.....	1,483	62	1,535	35	84
Weights	4,102	12	4,114	47	279
Flying objects	733	9	742	1	64
Vehicles and animals.....	419	4	423	5	21
Other	1,937	54	1,991	14	81
Total	18,630	801	19,431	b344	c2,733
Total, 1906	12,847	657	13,505	d256	e1,994

b Includes 5 women. c Includes 148 women. d Includes one woman. e Includes 117 women.

*That is, known to have been permanently disabled at time of report, the law requiring report of accidents within 48 hours of their occurrence. In addition to the 2,733 known permanent disablements of 1907, there were 2,053 persons so seriously injured as to indicate probable permanent disablement.

6.—TENEMENT MANUFACTURES.

STATEMENT COVERING ENTIRE PERIOD OF THE OPERATION OF AMENDED LAW
(OCTOBER 1, 1904, TO SEPTEMBER 30, 1907).

	New York City.	Remainder of State.	Total.
Total applications received.....	9,753	504	10,257
Total applications granted.....	7,902	503	8,405
Total applications refused (net).....	1,191	1	1,192
Applications canceled by applicant.....	218	.....	218
Applications duplicated	27	.....	27
Applications standing or suspended.....	295	.....	295
Applications pending	120	.....	120
Licenses canceled at request of applicant.....	266	11	277
Licenses revoked for unlawful conditions.....	8	.....	8
Total number of licensed premises.....	7,628	492	8,120
Licenses issued	7,273	486	7,759
Licenses ready to be delivered.....	355	6	361

II.14 NEW YORK STATE DEPARTMENT OF LABOR.

6.—TENEMENT MANUFACTURES—(Continued),

RECORD OF OPERATIONS OF LICENSE BUREAU DURING CURRENT YEAR.

		New York City.	Remainder of State.	Total.
Applications pending Sept. 30, 1906.....		79	.....	79
Applications received		2,398	43	2,441
Total		2,477	43	2,520
(1) Applications for dwellings without clear record from local health or tenement-house authorities and therefore	refused	110	.....	110
(2) Applications for dwellings with clear record from health and tenement-house authorities, investigated by factory inspector and	granted	1,726	19	1,745
	refused	325	.....	325
	standing*	113	.....	113
(3) Applications for shop buildings investigated by factory inspector and	granted	35	24	59
	refused	14	.....	14
	standing*	1	.....	1
Applications refused† in class 1 with subsequent report of compliance with orders of health or tenement-house authorities, investigated by factory inspector and.....	granted	290	.....	290
	refused	85	.....	85
Applications refused† in classes 2 or 3, subsequently re-investigated and	granted	492	.....	492
	refused	294	.....	294
Total applications granted.....		2,548	43	2,596
Total applications refused (net)†.....		1,333	.....	1,333
Total applications standing*.....		114	.....	114
Applications canceled by applicants.....		31	.....	31
Applications duplicated		2	.....	2
Applications pending Sept. 30, 1907.....		120	.....	120
Licenses canceled at request of applicants.....		172	2	174
Licenses revoked for unlawful conditions.....		4	.....	4
Net increase in outstanding licenses.....		2,367	41	2,408

REGISTERS OF OUTSIDE WORKERS.

Month 1906.	Notifications issued.	Registers filed.	Returned not found.	Report no outside hands.
October	641	129	25	76
November	461	113	13	76
December	213	75	7	26
1907.				
January	581	148	29	79
February	536	146	31	59
March	336	156	22	26
April	689	263	25	32
May	774	252	39	93
June	153	138	26	17
July	387	105	18	15
August	429	166	54	41
September	540	141	38	37
	5,740	1,832	327	576

*These are cases in which investigation showed no work being done or likely to be done on the premises and in which no further application for the license was received after investigation.

†In present or previous quarters.

‡The number of buildings held to be below the requirements for licensing was 1,525 at the beginning of the year. As the result of re-applications and re-inspections during the year, the number of rejected applications was reduced to 1,192.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.15

7.—CHILD LABOR.

NUMBER OF CHILDREN FOUND IN FACTORIES INSPECTED WHO WERE—
14 TO 16 YEARS OF AGE.

COUNTY.	LEGALLY EMPLOYED.		ILLEGALLY EMPLOYED.		UNDER 14 YEARS.		Total children under 16.
	Boys.	Girls.	Boys.	Girls.	Boys.	Girls.	
Albany	140	166	19	25	2		352
Allegany	4						4
Broome	21	34	1	4	2		62
Cattaraugus	28	22	10				60
Cayuga	8	10	1	1			20
Chautauqua	106	127	25	16			274
Chemung	7	12	2	1			22
Chenango	6	8	4	2			20
Clinton	10	15	5		1		31
Columbia	77	45					122
Cortland	5	6					11
Delaware	4	4	1				9
Dutchess	82	61	2				145
Erie	484	234	134	119	17	13	1,001
Essex	1	1	4				6
Franklin	14	3	4	1			22
Fulton	73	60	4	4	1		142
Genesee	18	26	1	2			47
Greene	19	15					34
Herkimer	58	45					103
Jefferson	8	9	2	2			21
Kings	648	1,090	176	163	14	7	2,098
Lewis	1						1
Livingston	6	6		4		2	18
Madison	13	25					38
Monroe	514	461	57	40	8	5	1,085
Montgomery	145	181	2	6			334
Nassau		3	2	2			7
New York	1,603	2,292	538	619	43	19	5,114
Niagara	73	55	24	18	2		172
Oneida	262	311	5	8	1		587
Onondaga	212	230	25	20	8	9	504
Ontario	15	3	15	4			37
Orange	124	52	15	4			195
Orleans	16		5		1		22
Oswego	139	117		4			260
Otsego	5	5	3				13
Putnam	4		1				5
Queens	224	195	39	18	1	2	479
Rensselaer	148	135	12	13			308
Richmond	14	22	4				40
Rockland	35	10	8	2			55
St. Lawrence	12	40	5		1		58
Saratoga	31	25	2	5			63
Schenectady	67	11	5	4			87
Schoharie			2	1			3
Schuyler							
Seneca	7	2	2				11
Steuben	45	12	2				59
Suffolk	49	56	5		4		114
Sullivan	2						2
Tioga	5	4					9
Tompkins	1		2				3

II.16 NEW YORK STATE DEPARTMENT OF LABOR.

7.—CHILD LABOR—(Continued).

NUMBER OF CHILDREN FOUND IN FACTORIES INSPECTED WHO WERE— 14 TO 16 YEARS OF AGE							
	LEGALLY EMPLOYED.		ILLEGALLY EMPLOYED.		UNDER 14 YEARS.		Total children under 16.
	Boys.	Girls.	Boys.	Girls.	Boys.	Girls.	
Ulster	212	111	8	3	.....	.....	334
Warren	32	23	9	4	.....	.....	68
Washington	10	14	2	.....	.....	.....	26
Wayne	28	34	2	.....	.....	.....	64
Westchester	107	38	16	4	1	.....	166
Wyoming	13	16	.....	.....	1	.....	30
Yates	4	1	.....	.....	.....	.....	5
Total	5,999	6,483	1,212	1,123	108	57	14,982

8.—CHILDREN'S EMPLOYMENT CERTIFICATES ISSUED BY LOCAL
BOARDS OF HEALTH.

Summarized from Table IX of the Appendix.

Month of issue 1906.	NUMBER ISSUED.	
	New York State.	New York City.
October	2,492	1,692
November	1,725	1,115
December	1,178	743
1907.		
January	1,710	1,094
February	1,950	1,475
March	1,645	1,100
April	2,278	1,457
May	1,747	1,067
June	3,347	1,859
July	3,312	1,696
August	1,176	552
September	3,069	2,182
Total	25,629	16,082

We shall not attempt to discuss in detail the great variety of duties in the performance of which the record herein presented was accomplished. To do so would require more space than can be allotted to the text in this report.

WORK OF THE DEPUTY FACTORY INSPECTORS, (Table 1).

The form of Table I differs materially from the corresponding table in our last annual report. We believe the change gives a clearer view of what was done by our field force. The record is by no means to be taken as an absolute criterion of the vast amount

of work actually performed by our inspectors. So many additional visits have to be made in connection with a certain class of recorded items which cannot be tabulated and which do not appear except to those in the Bureau who scrutinize the work as reported from day to day. In the enforcement of law these unrecorded visits frequently constitute the most important factors. For instance, the visit of an inspector to a tenant factory to observe the effect of the application of the "unclean" label authorized by section 95, is nowhere entered for statistical purposes; yet, no duty devolving upon him is more important, for upon his judgment as to the thoroughness with which the establishment involved has been cleaned or made sanitary, depends the question whether or not the label shall be then removed from the articles to which it was affixed. Should the result prove unsatisfactory, that entails another visit. Then again, many special inspections are made at night, inspectors going out in pairs, the inspector in charge alone reporting on such work; this method is followed when it is desired to secure evidence of violations of the law relating to hours of labor of women and minors.

Last year we recorded over 60,000 visits to establishments of various kinds coming under our jurisdiction. This year we have recorded almost 90,000 such visits, and this without any juggling of figures or any attempt to show greater activity. The largest increase will be found in the visits to investigate compliances with orders given; this group went from 14,000 in 1906 to 34,000 in 1907, a record unprecedented in the history of the service. The value of the last-mentioned class of work will be shown when we examine Table II.

It is not too much to say that the deputy factory inspectors are rendering efficient service. The number of places subject to inspection are multiplying, which fact calls for increasing vigilance on the part of those whose duty it is to find them and apply the law to the conditions therein.

ORDERS AND COMPLIANCES, (Table 2).

A comparative study of this table with the corresponding table for the year 1906 will bring forth the real progress made by the Bureau in the last twelve months.

In 1906 a total of 65,337 orders were issued, while in 1907 61,441, or about 4,000 less were recorded. These figures establish the greater efficiency of the Bureau, for while the total number of inspections of factories, laundries, bakeries, mines and quarries, etc., went from 41,449 in 1906 to 46,816 in 1907,—an increase of more than 12 per cent,—the number of orders necessary to issue decreased in the same period 6 per cent. Then again, the added efficiency of the service rendered can be seen in the results obtained as illustrated in the recorded compliances. In 1906 the number of compliances reported by deputy inspectors was 49,506, or about 75 per cent of the whole number issued; in 1907 the corresponding figures were 57,552, or over 93 per cent of the whole number of orders given.

It is worthy of note that in every division in this table, except 1 and 5, a large reduction in orders is recorded. The large increase in division 1 is accounted for by reason of our insistence upon compliance with the requirement to post law, hours of labor and permits for short noon-meal intermission. Further comment is unnecessary because the table is so simple as to enable every reader to make such comparisons as may be of interest.

PROSECUTIONS, (Table 3).

From certain viewpoints this table covers the most interesting features of the work of the Bureau. It contains the record of our dealings with a group of business men and concerns who, through carelessness, indifference, perverted cunning or shameless obstinacy, have forfeited their right to any further consideration. Under such circumstances it is our duty to seek to punish for contempt of the law. The Bureau staff is not moved by a revengeful spirit. Our procedure is controlled by a sense of obligation resting upon us to establish the supremacy of law, and when an

individual or corporation manifests disregard of statutory provisions relating to the conduct of business and the conditions of employment, there remains but one course for the Bureau of Inspection, *i. e.*, to invoke the aid of the courts of justice.

This table is in two sections, A and B. Section A contains the record of cases that were instituted during the previous year, but had not been disposed of before October 1, 1906. The second section, B, covers all cases brought to court during the year herein reported.

The percentage of convictions in the cases brought to final issue is practically the same as last year — about eighty per cent. But when we examine the ultimate result of our prosecutions, as measured by the penalties imposed, the year 1907 marks a positive advance in the enforcement of our laws. The total number of cases reported in 1906 was 303, and in 1907 we have 443, or an increase of forty-six per cent; while the aggregate penalties in 1907 is \$3,835 as against \$1,475 in 1906 — an increase of 160 per cent.

We must urge, however, that the number of suspended sentences is altogether too high. A conviction without penalty has no terrors except to the supersensitive; but a substantial fine means a money loss to the offender and emphasizes the idea that law-breaking is unprofitable. Especially discouraging was the result of prosecutions of violations of the sixty-hour weekly limit for women, for out of twenty-eight convictions one fine only was imposed and twenty-seven had sentence suspended. Such a state of facts is inexplicable, except upon the theory that many who now occupy judicial positions are entirely out of harmony with the spirit of the times, which in no uncertain tones is demanding the better protection of women employed in our mills and workshops.

COMPLAINTS, (Table 4).

The number of complaints received and investigated remains somewhat stationary. Anonymous allegations of violations of law were a little more numerous than in the preceding year. For

obvious reasons we do not treat such communications with the same degree of seriousness as we do those bearing the name and address of the writer; but we do regard every such allegation as worthy of our consideration,—instructions are given to our district inspectors to look out for infractions of the law at the particular establishment named. This special attention is not given, however, until the inspector in the course of his work reaches the place in question. Then again, the anonymous writer loses the personal satisfaction of knowing the result of his action, while the person who confides to the Department his name and address receives a communication after the complaint has been investigated, showing the exact result of his interest in the enforcement of law. Over fifty-four per cent of the complaints filed with the Bureau were sustained, and such action taken as the facts and the law would warrant.

ACCIDENTS, (Table 5).

The number of accidents reported to the Bureau in 1906 was 13,505. This year the figures have gone up to 19,431. This increase of sixty-nine per cent should not be regarded as an indication of an actual increase in industrial accidents: it is due to the unceasing effort of the Bureau to secure complete returns.

A little less than 93 per cent of the accidents reported involved injuries to persons over 18 years of age. Less than 6 per cent were between 16 and 18, while the number of children injured was less than 0.75 per cent. Of the children 14 to 16 who sustained injuries, 11.8 per cent were hurt on elevators and lifts, about 8 per cent on textile machinery and 10 per cent on metal stamping machines.

Permanent disability resulting from injuries sustained while following one's occupation brings to view the tragedies and pathos of our industrial and social system. It is of serious concern to the state that out of 19,441 persons reported to have been injured during the twelve months covered by this report, 2,733 were so badly hurt as to render many totally unfit for further

activity, and each less able to engage in life's battle. Should not the industry responsible for this loss or waste bear a heavy proportion of the added social burdens incident to these accidents? And if the state adopted such a policy, would it not tend to lessen the number of accidents by providing an incentive to greater precaution than is now required under our statutes?

The social value of our accident statistics is not fully appreciated, but it is encouraging to know that our work in this connection is attracting attention more and more. In the near future, the importance of this data will be more fully understood, and it is hoped that other states will undertake the collection and compilation of similar information, so that the risks of industry may be adequately gauged and provision made to cover the social loss entailed thereby.

TENEMENT MANUFACTURES, (Table 6).

Last year we reported a total of 1,183 inspections of tenement buildings, not including a number of visits made in connection with the investigation of applications for licenses. The number of corresponding inspections made this year was 4,577. In 1906 there were brought under special observation 3,727 tenement houses. This year there were added to this list 5,430; and once in our files, a tenement house will remain there until it ceases to be subject to our official attention — in other words, until it is no longer a tenement house.

Licenses were granted during the year permitting the use of 2,586 premises; last year 2,921 were issued. It is hoped that the falling off will continue, and is an indication of the approach of the period when the granting of an additional license will be a rare thing. When that time comes we can devote ourselves to the supervision and regulation of such houses as are now on our records. Requests for the cancellation of licenses granted were received from 174 parties, and were complied with. Four licenses were during the year revoked for unlawful conditions. This brings the net increase for the twelve months down to 2,408.

II.22 NEW YORK STATE DEPARTMENT OF LABOR.

Arrangements have been made for a more systematic and thorough inspection of licensed houses. We expect to exert during the coming year a greater influence on tenement-house conditions than ever before. Manufacturers who furnish work to occupants of tenement-house apartments will do well to watch closely that their goods do not get into unlicensed houses.

FINANCIAL STATEMENT.

The following is a statement of the fees for license frames collected from October 1, 1906, to September 30, 1907, and turned over to the State Comptroller:

October 2, 1906.....	\$174 00
November 13, 1906.....	3 00
December 12, 1906.....	307 00
January 24, 1907.....	167 00
February 8, 1907.....	166 00
February 20, 1907.....	5 00
April 15, 1907.....	386 00
June 10, 1907.....	544 00
July 26, 1907.....	239 00
September 25, 1907.....	29 00
	<hr/>
	\$2,020 00
	<hr/>

REGISTER OF OUTSIDE WORKERS.

Under the provisions of section 101 of the Labor Law, manufacturers of articles enumerated in section 100 are required to furnish to the Commissioner of Labor, on demand, the name and address of every person to whom any such articles are furnished to be manufactured, in whole or in part, off his premises or outside of his factory.

During 1907 we made demand for such register in 5,740 instances, and over 2,400 responses were received, while 327 of our notices were returned undelivered.

The value of these registers consists in that they furnish a sort of auxiliary check on tenement manufacture. If a worker is reported as residing in an unlicensed tenement-house, the manufacturer is immediately notified of the fact and warned not to fur-

nish any more work to such party until the house is licensed, under pain of having the work labeled "tenement made," with the possibility of criminal action as well.

CHILD LABOR, (Tables 7 and 8).

For the reason that there is an intense public interest manifested in the subject of child labor, and that it is most important from sociologic and economic, as well as administrative, standpoints to have reliable information as to the extent of the problem, it was felt to be the duty of the Bureau to gather data which might be regarded as representing the actual state of facts so far as the manufacturing establishments in this state are concerned. To this end a new method of enumeration was devised whereby each inspector was required to furnish for every place where on or more children were found at work a separate statement relating to this subject. This record was called for not only with the regular annual inspection of each place, but was also required with each recorded subsequent visit. The result of this has been to place in our hands the most complete figures on child labor in our factories ever obtained. It is true that the record for some employers has been duplicated, and in a few instances triplicated, but in order to avoid a padding of our statistics we adopted the plan of eliminating all but one record for each concern, taking the one showing the highest number of children found at work on any one day. We found, too, that the records are not only complete, but available for immediate use. Now we can show the extent or prevalence of child labor in each county of the state, properly classified as "legal" and "illegal," and in sex groups.

Table 4 shows that 14,982 children were found at work in the various establishments in the state which are subject to the inspection of this Bureau. The number is quite evenly divided between the two sexes. Out of this total 2,499 were illegally at work and were dismissed from employment; the corresponding group last year numbered 3,602 — showing a very substantial

reduction in the last twelve months. When it is observed that there is an increase of 1,500 in the total number of children reported at work, the relative decrease in the unlawful employment of children appears still greater. Last year twenty-seven per cent of all children found at work had no legal right to be so employed, while this year the number unlawfully at work is a little under seventeen per cent of the whole.

The percentage of children in our factories is 1.3, and shows a slight increase over last year, but this may be due to the new method of enumeration rather than to an actual increase. There is no cause for alarm, for with improved methods of regulation and added legislative restriction, the problem of child labor in our manufacturing establishments must grow smaller and smaller.

It is interesting to note that child labor is divided between the several industrial groups as follows (see Table XIV, in Appendix):

	Boys.	Girls.
I. Stone, clay and glass products.....	384	80
II. Metals, machines and conveyances.....	1,532	338
III. Wood manufactures	840	143
IV. Leather and rubber goods.....	632	536
V. Chemicals, oils and paints.....	246	204
VI. Paper and pulp.....	21	10
VII. Printing and paper goods.....	991	1,045
VIII. Textiles	1,158	2,041
IX. Clothing, millinery and laundry, etc.....	640	2,322
X. Food, liquors and tobacco.....	480	681
XI. Water, light and power.....	1	1
XII. Building industry	2	0

The number of children under fourteen who were at work is 165 as against 209 in the preceding twelve months. This includes quite a number of children who, in cities of the second and third classes, procured mercantile or vacation certificates, and on the strength of having such certificates were admitted to work in factories. The carelessness of factory owners in accepting such

certificates became so common and annoying that we resorted to prosecution in order to stop it. In some instances we secured convictions even though a vacation certificate had been issued to the child and was on file in the office of the employer. We prosecuted only in such cases where the child involved was under fourteen.

To eradicate the evil of illegal child labor in the state is the duty and fixed purpose of this administration. A glance at Table 3 will make plain our determination in this connection, for out of a total of 374 cases brought to court, 323 related to the employment of children in violation of law. It is probably quite true that this apparent specialization is due in a measure to the intense public interest in the subject. A public officer who is unresponsive to the demands of an enlightened and sane public opinion cannot command the respect of the community, in which event the period of his usefulness is past. But that alone does not account for our high percentage of child labor cases. Other orders given by the Bureau, relating to ventilation, sanitation, machinery, elevators, protection from fire, unsafe buildings, laundries and bakeries, are in respect of physical conditions, as a rule, promptly remedied when the notice is received. It would be unreasonable for the Bureau to adopt summary methods in administering the law covering the subjects mentioned; in fact, we are required in certain particulars to give formal notice and to allow a stipulated number of days to elapse before compliance with such notice can be enforced. If the factory owner complies with such directions, it would be illegal and against public policy to subject him to the annoyance and expense of defending a criminal action. It is only in cases where there is manifested a fractious and defiant spirit that we have recourse to punitive proceedings. Not so in child labor violations, however. The policy of repeated warnings was an utter failure. It seemed to be so easy for the manufacturer to forget the law and to permit children to slip into the factory, and then when the inspector came around, to offer excuses for the violation. In view of this state of facts, the policy of one warning and prosecution of subsequent violations was adopted; the

result is quite gratifying, for there is growing among manufacturers a wholesome respect for the law.

The generous support accorded to the Bureau by the membership of civic bodies interested in the welfare and protection of children is very helpful and is gratefully acknowledged.

ESTABLISHMENTS AND EMPLOYEES.

The records of this Bureau constitute a safe and reliable barometer of the state of our industries. Never before was there such activity as was found by our inspectors in 1907 — an increase of 900 in the number of establishments, all in Greater New York. The total number of employees actually working at time of inspection was 75,000 greater than in the preceding year. The most notable increases were in Albany county, 1,000; Broome, 2,000; Erie, 9,000; Kings, 8,000; Monroe, 2,000; New York, 20,000; Niagara, 2,000; Onondaga, 2,500; Ontario, 1,000; Oswego, 1,000; Queens, 3,000; Rensselaer, 1,500; Richmond, 1,500; Schenectady, 4,500; Westchester, 2,000.

A comparison of the figures contained in Table XIV (Appendix) with the corresponding table (V) in the report for 1906 will reveal the sources of increase.

Group I — Stone, clay and glass industry, remained stationary.

Group II — Metals, machines and conveyances, shows an increase of 29,000. Of this number 25,000 were male adults; 1,500 female adults; the number of children under sixteen shows a slight decrease; the balance of the increase was in the office force.

Group III — Wood manufactures. An increase of less than 2,500, divided among the male and female adults and office force.

Group IV — Leather and rubber goods. An increase of less than 1,500, all in the male adult group; all other classes of employees showing a decrease.

Group V — Chemicals, oils and paints. Showing an increase of a little less than 3,000, of which 2,200 were male adults and 600 female adults.

Group VI — Paper and pulp. A slight increase, all in the adult male class.

Group VII — Printing and paper goods. An increase of about 5,000 is recorded, of which 3,200 is credited to adult males and 2,300 to adult females; there is also an increase in the number of children under sixteen, while a large decrease is shown in the male minor class and in the office force.

Group VIII — Textiles. This industry shows but a slight increase — about 2,200. Of this number we find that 1,400 must be credited to adult males and over 1,000 to adult females; it also appears that there is an increase in the number of children under sixteen of about 300, while a decrease of over 400 is shown in the male minor class.

Group IX — Clothing, millinery, laundry, etc. This group shows a substantial increase of about 22,000, over 10,000 of which were adult males, the remaining 12,000 being females. There is a slight decrease in the number of children and male minors.

Group X — Food, liquors and tobacco. A substantial increase of about 9,000 is shown in this group, divided as follows: Male adults, 6,000; adult females, 2,200; office force, 500, and a very slight increase in the number of children under sixteen.

Groups XI and XII taken jointly show but a very slight increase; but in XI there is a large increase in male adults, while Group XII, in the same class, shows a heavy decrease.

From the foregoing it seems that Groups II, IX and X have experienced a degree of prosperity which is encouraging, and that this increase has affected favorably the adults engaged in factory labor. The increase in adult labor, relatively speaking, is several times greater than that of child labor.

Ten years ago the state provided a force of thirty-six deputy factory inspectors to enforce the law in 22,500 establishments employing less than 550,000 hands. Now we have an effective force of fifty-three who inspect 39,500 establishments employing a force of 1,140,000.

The number of factories, etc., has increased seventy-five per cent, the employees 107 per cent, while the field staff of the Bureau has been increased only forty-seven per cent. These figures, moreover, do not adequately show the added burden now borne by the Bureau, for since 1898 the duties of the factory inspector have been increased by adding thereto the work of inspecting tenement-houses under a more elaborate system, and also by imposing upon him the duty of enforcing the law relating to hours of labor, etc., on public work. These facts are not presented as a plea that the Bureau is overworked. It is obvious, however, that if we did not employ the most improved methods it would be physically impossible for the present force to cover the field. That we are enabled to do so is due not alone to our methods, but as well to the energy and loyalty of our staff.

Respectfully submitted,
 (Signed) JOHN WILLIAMS,
 Commissioner of Labor.*

*First Deputy Commissioner during fiscal year 1907.

ASSIGNMENTS OF WORK TO DEPUTY FACTORY INSPECTORS.
 FIELD WORK: FACTORIES AND BAKERIES.

Counties.	Inspectors.
New York and Kings (Boroughs of Manhattan, The Bronx and Brooklyn, New York City).....	Messrs. Altschul, Arnold and Ash, Miss Bannont, Messrs. Barshell†, Bell, Brenner†, Can- gialosit and Daviet, Mrs. Davies, Mr. Dona- hue, Miss Finn†, Messrs. Flcnagant and Ford†, Miss Foster†, Mr. Goodelman†, Mrs. Gourliet, Messrs. Guyett†, Halberstadt†, Hanlon†, Harmon, Herzsteint, Horkimert, Horn† and Ireland, Miss Kane, Messrs. Les- sels, Lownsbery and Miller†, Mrs. Naglet, Messrs. Nash, Neely†, O'Neill†, O'Rourke, Owen, Pearson†, Richt, Sirotat, Sliter, Sul- livan, Tibbs, Whelan†, Walling†, Wilber, Williamson and Wilson.
Albany.....	Mr. Owen and Miss Reilly.
Allegany	Mr. Sliter.

†Permanently assigned to New York and Kings; assignments of others to those counties were for a portion of the year only.

<i>Counties.</i>	<i>Inspectors.</i>
Broome.....	Mr. Nash.
Cattaraugus.....	Mr. Yard.
Cayuga.....	Mr. Ireland.
Chautauqua.....	Messrs. Kinney, Wilber, Wilson and Yard.
Chemung.....	Mr. Sliter.
Chenango.....	Mr. Nash.
Clinton.....	Mr. Bell.
Columbia.....	Mr. Lessels.
Cortland.....	Mr. Nash.
Delaware.....	Mr. Nash.
Dutchess.....	Mr. Lessels.
Erie.....	Messrs. Kinney, Schnur, Wilber, Wilson, Williamson and Yard.
Essex.....	Mr. Bell.
Franklin.....	Mr. Bell.
Fulton.....	Mr. Lownsbery.
Genesee.....	Mr. Harmon.
Greene.....	Miss Reilly.
Hamilton.....	Mr. Lownsbery.
Herkimer.....	Mr. Lownsbery.
Jefferson.....	Mr. O'Rourke.
Kings (see New York and Kings above).	
Lewis.....	Mr. O'Rourke.
Livingston.....	Mr. Sliter.
Madison.....	Mr. O'Rourke.
Monroe.....	Miss Kane and Mr. Sullivan.
Montgomery.....	Mr. Lownsbery.
Nassau.....	Mr. Havens.
New York (see New York and Kings above).	
Niagara.....	Messrs. Harmon, Schnur, Wilber, Wilson and Yard.
Oneida.....	Messrs. Lownsbery and O'Rourke.
Onondaga.....	Mr. Arnold.
Ontario.....	Mr. Nash.
Orange.....	Mr. Tibbs.
Orleans.....	Mr. Sullivan.
Oswego.....	Mr. Arnold.
Otsego.....	Mr. Nash.
Putnam.....	Mr. Ash.
Queens (Queens Borough, New York City).....	Mr. Havens.
Rensselaer.....	Messrs. Harmon and Lessels.
Richmond (Richmond Borough, New York City).....	Mr. Donahue.
Rockland.....	Mr. Tibbs.
St. Lawrence.....	Mr. Bell.
Saratoga.....	Mr. Harmon.
Schenectady.....	Mr. Owen.
Schoharie.....	Mr. Owen.
Schuyler.....	Mr. Sliter.
Seneca.....	Mr. Ireland.

II.30 NEW YORK STATE DEPARTMENT OF LABOR.

Steuben.....	Mr. Sliter.
Suffolk.....	Mr. Havens.
Sullivan.....	Mr. Nash.
Tioga.....	Mr. Sliter.
Tompkins.....	Mr. Ireland.
Ulster.....	Miss Reilly.
Warren.....	Mr. Owen.
Washington.....	Mr. Harmon.
Wayne.....	Mr. Ireland.
Westchester.....	Mr. Ash.
Wyoming.....	Mr. Harmon.
Yates.....	Mr. Ireland.

FIELD WORK: MINES AND QUARRIES.

All counties.....Deputy Mine Inspector Gilmore.

OFFICE WORK.

Albany.....Messrs. Blanchard* and Gilmore, Mrs. Greene*, and Miss Reilly.
New York City.....Miss Bannon and Mrs. Gourlie.

*Permanently assigned to office work; office assignments of others were for only a portion of the time.

APPENDIX

STATISTICAL TABLES

TABLE I.—MONTHLY SUMMARY OF WORK

ITEMS.	FISCAL YEAR, OCTO					
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Regular inspections:						
Factories in separate buildings...	1,284	1,329	1,177	792	553	687
Tenant factories.....	1,439	1,970	1,759	2,439	2,351	2,714
Laundries.....	159	166	159	215	155	168
Bakeries.....	979	403	244	171	167	195
Mines or quarries.....	11					
Tenant factory buildings.....	24	11	19	25	25	34
Tenement buildings (licensed)....	101	125	247	493	733	604
Total.....	3,997	4,004	3,605	4,135	3,984	4,402
Special inspections (factories, laundries, bakeries).....	211	120	108	97	71	159
Investigations:						
Accidents.....						
Applications for license.....	256	336	298	410	330	322
Complaints.....	92	59	66	71	75	83
Compliances (No. of establishments).....	2,764	2,397	3,099	2,950	2,175	3,361
On special orders.....	65	110	35	23	288	250
Total.....	3,177	2,902	3,498	3,454	2,868	4,016
Observations—Tenement buildings (unlicensed).....	113	127	371	690	489	540
Tagging, to stop work:						
Goods in tenements (§ 100).....	30	39	29	27	17	15
Goods in tenant factories (§ 95)...	48	33	25	20	19	46
Articles in bakeries (§ 114).....	2	1	1		4	9
Unsafe machinery (§ 81).....						
Scaffolding (§ 19).....	1					
Total.....	81	73	55	47	40	70
Prosecutions begun.....						
Days or parts of days on court work.....	37‡	57‡	44	41	34	79‡
Days consumed by illness or travel.	58	29	78‡	132‡	59‡	74‡
Days absent by leave or vacation...	43‡	125	25	22	32‡	17

‡Licensed and unlicensed apartments inspected—441. *No record kept. †Goods were between these numbers and the figures in this table is due to the fact that when one deputy

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.38

OF DEPUTY FACTORY INSPECTORS.

BER 1, 1906, TO SEPTEMBER 30, 1907.							Total. 1906.
April.	May.	June.	July.	Aug.	Sept.	Total.	
1,122	1,457	1,207	1,265	853	705	12,431	} 37,421
2,777	1,995	1,528	1,589	1,175	1,238	22,974	
210	159	195	214	94	73	1,967	
312	356	278	302	253	214	3,874	3,912
10	25	38	23	37	29	173	116
25	20	11	7	12	7	820	.....
626	373	437	601	348	489	4,577	§
5,082	4,385	3,694	4,001	2,772	2,755	46,816	.....
96	125	109	215	122	43	1,476	.....
251	348	320	308	291	270	3,740	150
60	70	56	69	78	89	868	3,398
3,347	3,450	2,895	2,379	2,316	3,730	34,863	523
133	95	32	112	156	113	1,412	14,145
3,791	3,963	3,303	2,868	2,841	4,202	40,883	*
548	727	577	651	316	281	5,430	.....
18	24	13	6	30	3	251	§
41	35	38	29	12	10	356†	205
4	2	1	.....	2	.....	26†	.....
.....	.....	.....	.....	.....	.....	1	.....
63	61	52	35	44	13	634	*
.....	.....	.....	.....	.....	.....	374	.....
105	77	25	71	78	31†	681†	249
53†	101†	117	98†	76†	63†	942†	*
19†	45	49†	62	318†	174†	934†	*

labeled under § 95 on 280, and under § 114 on 23 different occasions. The difference assisted another in such work each reported the case in his return of work performed.

II.34 NEW YORK STATE DEPARTMENT OF LABOR.

**TABLE II.—NUMBER OF NOTICES ISSUED TO FACTORIES, MINES OR
SEPTEMBER 30, 1907, AND COMPLIANCES THERE**

ORDERS. [With reference to section of Labor Law violated.]	NOTIFI	
	New York City.	Re- mainder of the State.
I. ADMINISTRATION.		
Post law (§ 68).....	13,289	3,494
Post schedule of hours (§ 77).....	6,841	1,170
Obtain and post permit changing period of noonday meal (§ 89)....	2,550	291
Keep register of children employed (§ 76).....	303	152
Keep record of overtime (§ 77).....	35	2
Report accidents (§ 87).....	220	227
Total.....	23,238	5,336
II. SANITATION AND SAFETY.		
1. Lighting.....	683	74
Properly light workrooms (§§ 81, 94).....	563	39
Properly light halls, stairs or water closets (§§ 81, 94).....	120	35
2. Ventilation and overcrowding.....	82	31
Provide 250 cubic feet of air space for each employee between 6 a. m. and 6 p. m. (§ 85).....	9	1
Provide proper and sufficient means of ventilation (§§ 86, 94)...	73	30
3. Time allowed for meals.....	32	1
Allow 60 minutes for noonday meal (§ 89).....	16	1
Allow 20 minutes for lunch at 6 p. m. (§ 89).....	16	1
4. Cleanliness and sanitary conveniences.....	10,661	1,239
Limewashing, painting or papering ordered (§ 84).....	771	56
Clean workrooms, halls, stairs or yard (§§ 62, 94, 100).....	1,790	66
Repair, rearrange or clean halls, doors, windows, roof, floor, stairs or yard (§§ 62, 92, 94).....	1,214	77
Walls or ceilings ordered repaired (§§ 62, 84, 92, 94).....	334	26
Provide and use receptacle for refuse (§§ 62, 94).....	399	8
Provide proper facilities for storing goods (§§ 62, 92, 94).....	53	2
Provide additional water closets or separate water closets for sexes (§§ 88, 94).....	690	351
Repair, clean, disinfect or flush water closets (§§ 88, 94).....	3,795	444
Screen water closets or dressing rooms (§§ 88, 94).....	82	37
Ventilate water closets (§§ 88, 94).....	8	13
Whitewash or paint water closets (§§ 88, 94).....	179	27
Provide separate approaches to water closets (§§ 88, 94).....	19	6
Provide lock for women's water closets (§§ 88, 94).....	7	.....
Clear passageway to water closets (§§ 88, 94).....	13	.....
Remove obscene writing from halls or water closets (§§ 88, 94)...	142	14
Provide signs on water closets (§§ 88, 94).....	82	5
Cease using water closets for storage purposes (§§ 88, 94).....	24	2
Provide dressing rooms (§ 88).....	501	32
Provide screens for stairways (§§ 80, 94).....	77	.....
Provide wash room for employees (§ 88).....	12	8
Provide running water in workrooms (§§ 88, 94).....	146	9
Provide, repair or clean sink in workroom (§§ 88, 94).....	143	.....
Repair steam or drain pipes (§§ 62, 94).....	7	6
Repair sink or plumbing in workrooms (§§ 62, 94).....	116	48
Heat workrooms (§ 62).....	49	2
Cease using workrooms for living purposes (§ 94).....	8	.....
5. Dangerous machinery.....	2,668	4,229
Countersink protruding set screws (§ 81).....	990	701
Encase or box belting (§ 81).....	276	480
Guard shafting (§ 81).....	111	126
Guard pulleys and flywheels (§ 81).....	479	583
Guard gearing (§ 81).....	117	364
Provide guards for saws and planers (§ 81).....	180	379
Provide guards for other machinery (§ 81).....	359	243
Provide or repair exhaust fans (§ 81).....	156	189
Have boiler inspected or repaired (§ 91).....	.....	1,164
6. Elevators, hoistways, etc. (§ 79).....	414	339
Provide automatic or other doors for elevator.....	41	126
Provide safety attachments for elevator doors.....	75	7
Repair or provide elevator doors.....	61	32
Provide guard rails and enclose elevator or hoistway openings....	188	70
Properly guard or repair all elevator machinery.....	49	104
7. Protection from fire.....	1,903	1,169
Erect fire escapes (§ 82).....	.....	78
Remove obstructions from entrances, fire escapes, halls and stair- ways (§§ 80, 82 and 94).....	270	58
Display fire-escape signs (§ 82).....	204	79

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.35

QUARRIES ON INSPECTIONS MADE BETWEEN OCTOBER 1, 1906, AND WITH REPORTED UP TO FEBRUARY 1, 1908.

VIOLATIONS.			COMPLIANCES.			Final notices issued.
New York State.	Suspended, rescinded, etc.	Net total.	Reported by deputy inspectors.	Reported by owners or occupants.	Total.	
16,783		16,783	16,783		16,783	13,289
8,011		8,011	8,011		8,011	6,841
2,841		2,841	2,841		2,841	2,550
455	19	436	425	5	430	290
37		37	32	1	33	32
447	14	433	381	33	414	202
28,574	33	28,541	28,473	39	28,512	23,204
757	34	723	668	8	676	610
602	34	568	533	6	539	504
155		155	135	2	137	106
113	7	106	102	1	103	67
10	2	8	10		10	
103	5	98	92	1	93	67
33		33	30		30	29
16		16	15		15	15
17		17	15		15	14
11,900	837	11,063	9,871	68	9,939	9,890
827	78	749	811	5	816	766
1,856	8	1,848	747	2	749	1,693
1,291	197	1,094	1,149	9	1,158	1,096
360	16	344	304	7	311	293
407	53	354	388	1	389	383
55		55	54		54	52
1,041		1,041	826	11	837	570
4,239	383	3,856	3,964	23	3,987	3,594
119	4	115	110		110	78
21		21	18	1	19	7
206		206	196	3	199	172
25		25	24		24	18
7		7	7		7	7
13		13	13		13	13
156		156	143		143	130
87		87	81		81	76
26		26	24		24	22
533	74	459	478		478	450
77		77	69	1	70	70
20		20	15		15	9
155		155	127	1	128	121
143	18	125	110	2	112	112
13		13	10		10	6
164		164	150	2	152	114
51	6	45	47		47	45
8		8	6		6	6
6,897	219	6,678	5,660	493	6,153	2,489
1,691	40	1,651	1,488	58	1,546	923
756	28	728	665	29	694	264
237		237	214	5	219	109
1,062		1,062	968	26	994	458
481		481	420	19	439	108
559	86	473	493	17	510	173
602		602	533	17	550	337
345	28	317	256	9	265	117
1,164	37	1,127	623	313	936	
763	31	722	691	7	698	332
167		167	158	4	162	41
82		82	78	1	79	11
93		93	84		84	53
258	31	227	234		234	179
153		153	137	2	139	48
3,072	130	2,942	2,764	44	2,808	1,794
78		78	51		51	
328	18	310	313	2	315	262
283	16	267	274	3	277	199

II.36 NEW YORK STATE DEPARTMENT OF LABOR.

Table II.—Number of Notices Issued to Factories, Mines or Quarries on Inspection Therewith Reported up to

ORDERS. [With reference to section of Labor Law violated.]	NOTICES	
	New York City.	Remainder of the State.
II. SANITATION AND SAFETY—Continued.		
Provide ladders or stairways to roof (§ 82).....	33	39
Provide or repair stairs (§ 80).....	22	18
Provide rubber or new tread on stairs (§ 80).....	49	50
Provide or repair handrails on stairway (§§ 80, 94).....	1,054	825
Provide screens for stairways (§§ 80, 94).....	77	11
Construct doors to open outwardly (§§ 80, 94).....	29	9
Keep doors unlocked during working hours (§§ 80, 94).....	163	2
Replace drop ladder to fire escape (§ 82).....	2	.....
8. Unsafe buildings.....	523	141
Repair walls, roof, flooring or foundations (§ 62).....	518	140
Cover gratings or other openings (§ 62).....	5	1
Total.....	16,966	7,223
III. CHILDREN.		
Discharge children under 14 years of age (§ 70).....	48	26
Discharge illiterate children under 16 (§ 73).....	2	.....
Discharge children under 16 without certificate (§ 70).....	1,101	410
Cease employing children under 16 more than 9 hours per day (§ 77).....	513	277
Cease employing children under 16 on dangerous machinery (§ 81).....	11	18
Keep unemployed children out of factory.....	.....	8
Total.....	1,675	739
IV. WOMEN AND MINORS.		
Cease employing males under 18 and women more than 60 hours per week (§ 77).....	159	77
Cease employing males under 18 and women at polishing and buffing (§ 93).....	7	11
Provide seats for female employees (§ 17).....	11	1
Total.....	177	89
V. LAUNDRIES (special provisions of § 92).		
Cease using workroom for living purposes.....	51	.....
Keep workrooms in clean condition.....	263	53
Provide storage for goods to be laundered.....	22	1
Total.....	336	54
VI. WORKSHOPS IN TENEMENTS (ARTICLE VII).		
Post license (§ 100).....	2	.....
Keep and file register of outside help (§ 101).....	†4	.....
Cease storing finished product in living rooms (§ 100).....	1	.....
Repair plumbing (§ 100).....	.....	2
Cease manufacturing in cellar (§ 100).....	1	.....
Total.....	8	2
VII. BAKERIES (SPECIAL LAW).		
Water closets ordered from bakeroom and provided outside (§ 113).....	135	43
New sink ordered (§ 111).....	19	.....
Sinks ordered repaired (§ 111).....	205	54
Other orders relating to drainage and plumbing (§111).....	98	12
Remove beds or bedding from and cease sleeping in bake or store room (§113).....	35	.....
Cease using bakeshop for living purposes (§113).....	438	4
Provide hood or pipe to ventilate bakeroom (§111).....	550	38
Alter or repair pipe or hood (§111).....	39	9
Bakeshops ordered to be cleaned and kept cleaned (§112).....	164	170
Yard or area ordered cleaned (§112).....	118	21
Rubbish or ashes ordered from bakeroom and receptacle provided for same (§112).....	285	28
Walls and ceilings ordered to be whitewashed or painted (§112)....	1,499	393
Woodwork to be painted (§112).....	315	76
Repair, scrape or oil floor, or provide new floor (§112).....	932	116

† In New York City notices to file registers of outside help are handled separately from registers which 1,832 registers were filed, 576 employers reported no outside help, while 327 notices

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.37

tions Made Between October 1, 1906, and September 30, 1907, and Compliances February 1, 1908.— Continued.

CATIONS.			COMPLIANCES.				Final notices issued.
New York State.	Sus- pended, rescind- ed, etc.	Net total.	Reported by deputy inspect- ors.	Reported by owners or occu- pants.	Total.	Thereof in New York City.	
72		72	63	1	64	32	13
40		40	33	1	34	18	4
99		99	81	4	85	46	4
1,879	94	1,785	1,672	29	1,701	977	214
88		88	80	1	81	70	14
38	1	37	37		37	28	5
165	1	164	158	3	161	160	14
2		2	2		2	2	
664		664	586	11	597	488	108
658		658	580	11	591	477	106
6		6	6		6	5	
24,189	1,258	22,931	20,372	632	21,004	15,706	2,638
74		74	74		74	48	
2		2	2		2	2	
1,511		1,511	1,502		1,502	1,101	
790	22	768	760	8	768	509	10
29		29	24	4	28	11	
8		8	7		7		
2,414	22	2,392	2,369	12	2,381	1,961	18
236	6	230	199	1	200	155	10
18		18	16	1	17	7	
12	1	11	12		12	11	3
266	7	259	227	2	229	173	13
51		51	49	2	51		6
316		316	297	2	299		69
23	10	13	23		23		4
390	10	380	369	4	373		79
2		2	2		2	2	
4		4	4		4	4	
1		1	1		1	1	
2		2	2		2		
1		1	1		1	1	
10		10	10		10	8	
178		178	157		157	123	7
19	17	2	14		14	14	6
259	2	257	226	1	227	184	15
110	23	87	90	1	91	85	7
35		35	34		34	34	
442		442	43		43	39	
588	102	486	459	7	466	444	115
48	4	44	34		34	26	6
334		334	309	1	310	154	28
139		139	131		131	112	11
313		313	307		307	283	18
1,892	20	1,872	1,743	9	1,752	1,394	125
391		391	360	1	361	301	37
1,048	143	905	955	1	956	850	93

lar orders. During the fiscal year 1907 there were 5,740 such notices issued in response to were returned because the addressees could not be found. See Table 5 in text ante.

II.38 NEW YORK STATE DEPARTMENT OF LABOR.

Table II.— Number of Notices Issued to Factories, Mines or Quarries on Inspection
Therewith Reported up to

ORDERS. [With reference to section of Labor Law violated.]	NOTICES.	
	New York City.	Re- mainder of the State.
VII. BAKERIES (SPECIAL LAW).—Continued.		
Side walls or ceilings ordered to be plastered, wainscoted or repaired (§112)	259	85
Repair doors, partitions or windows (§112)	144	7
Food products to be stored in dry rooms (§112)		
Storage facilities to be arranged for cleaning (§112)	71	20
Keep dogs, chickens or other animals out of bakeroom (§112)	493	8
Close passageway to stable from bakeshop (§112)		
Ceilings ordered raised to at least 8 feet (§112)	61	14
Provide proper ventilation (§112)	34	
Clean shelving and troughs (§112)	85	9
Repair, clean or disinfect water closets (§112)	107	
Total	6,086	1,107
VIII. MINES AND QUARRIES. (Art. IX).		
Guard opening to shaft		4
Repair treads on stairs or ladderway leading to shaft		2
Splice or renew cables on hoist		1
Provide ventilating current in mine		1
Increase timber supports and stay foot of standards		2
Have boilers inspected		36
Provide safe storage for explosives		5
Store exploders apart from explosives		2
Tip tamping bars with six inches of soft metal		3
Report accidents		23
Guard engine driver or belt		5
Repair floor in engine and hoisting rooms		1
Total		85
IX. WAGES		
Pay wages in cash (§9)		6
Pay wages weekly (§10)		6
Total		12
GRAND TOTAL	48,486	14,647

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.39

tions Made Between October 1, 1906, and September 30, 1907, and Compliances February 1, 1908.—Concluded.

CATIONS.			COMPLIANCES.				Final notices issued.
New York State.	Suspended, rescinded, etc.	Net total.	Reported by deputy inspectors.	Reported by owners or occupants.	Total.	Thereof in New York City.	
344		344	296	1	297	233	42
151		151	139	1	140	134	17
91		91	87		87	69	7
501		501	57		57	49	1
75	50	25	19	2	21	18	5
34		34	32		32	32	4
94		94	93		93	84	
107		107	107		107	107	
7,193	361	6,832	5,692	25	5,717	4,769	544
4		4		1	1		
2		2		1	1		
1		1					
1	1						
2		2	1		1		
36		36	15	10	25		
5		5	1	2	3		
2		2	1		1		
3		3		3	3		
23		23	10	10	20		
5		5		1	1		
1		1					
85	1	84	28	28	56		
6		6	6		6		
6		6	6		6		
12		12	12		12		
63,133	1,692	61,441	57,552	742	58,294	45,821	3,315

TABLE III—DETAILED STATEMENT OF PROSECU

TOWN.	Defendant and Premises.	Offense.
I. ADMINISTRATION.		
Buffalo.....	Thomas S. Dobson, 234 Swan st.....	Interference with deputy factory inspector in the performance of his duties.
New York City...	Gaudolfo D'Amico, 68 George st., Brooklyn.	Interference with deputy factory inspector in the performance of his duties.
New York City..	John Shimko, 284 Sackman st., Brooklyn.	Interference with deputy factory inspector in the performance of his duties.
New York City...	John Shimko, 284 Sackman st., Brooklyn (Walter Romison, foreman, defendant.)	Interference with deputy factory inspector in the performance of his duties.
New York City...	John Shimko, 284 Sackman st., Brooklyn (Michaelina Shimko, his wife, defendant).	Interference with deputy factory inspector in the performance of his duties.
II. SANITATION AND SAFETY.		
1. Lighting.		
New York City...	Ewald Mommer, 34-36 W. Houston st..	Failure properly to light halls and stairways leading to workrooms.
New York City...	John Shimko, 284 Sackman st., Brooklyn.	Failure properly to light halls and stairways leading to workrooms.
3. Time Allowed for Meals.		
New York City...	Samuel B. Young, 151-155 W. 30th st..	Failure to allow 20 minutes for lunch at 6 p. m.
4. Cleanliness and Sanitary Conveniences.		
New York City...	Samuel Ast, 84 Pitt st.....	Failure to provide water closets and wash rooms.
New York City...	Wolf Kletsky, 71 Pike st.....	Failure to provide water in water closets...
New York City..	Abraham and Isaac Rubin, 47-49 Watkins st., Brooklyn.	Failure to clean and paint water closets.....
New York City...	Abraham and Isaac Rubin, 47-49 Watkins st., Brooklyn.	Failure to provide separate water closets for sexes.
New York City...	Isaac Silver, 41 Ingraham st., Brooklyn.	Failure to clean water closets.....
New York City...	Bernard Smith, 29 Mangin st.....	Failure to clean water closets.....
Port Jefferson....	Port Jefferson Electric Light Co. (William T. Wheeler, secretary and superintendent, defendant).....	Failure to provide water closets.....
5. Dangerous Machinery		
Buffalo.....	George I. Onions, 371 Seventh st.....	Failure to provide exhaust fans.....
Buffalo.....	George A. Ray, 1465 Niagara st.....	Failure to provide exhaust fans.....
Buffalo.....	Thomas M. Royle, 367 Ellicott st.....	Failure to provide exhaust fans.....
6 Elevators, Hoistways, Etc.		
New York City...	Robert Cohen, 1215 E. Broadway.....	Failure to safeguard hoistway and do necessary cleaning.
III. CHILDREN		
Albany.....	Jacob Kreischer, 9-11 Beaver st. (Gustave A. Kreischer, mgr., defendant)...	Employing child under 16 years of age without Board of Health certificate. (2 cases).
Binghamton.....	Binghamton Chair Co. (Clark S. Williams, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
Binghamton.....	Chenango Silk Co. (H. D. Ballard, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	William E. Baker, 425 W. Ferry st.....	Employing child under 14 years of age.
Buffalo.....	Buffalo Bag Co, 175 Rano st. (Fred Clark, foreman, defendant in one case; Fred J. Reinke, foreman, defendant in two cases).	Employing child under 16 years of age without Board of Health certificate (3 cases)
Buffalo.....	Buffalo Pail and Barrel Co., 476 Babcock st. (Fred Ferditt, for,man, defendant).	Employing child under 16 years of age without Board of Health certificate.

* Includes cases pending at beginning of year, as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.41

TIONS FOR VIOLATION OF THE FACTORY LAW.*

Inspector.	Court and Dates.	Result.	Penalty.
E. H. Williamson	Arrest, Aug. 16, 1907; Police Court, Aug. 16, 1907.	Convicted	Fined \$10.
G. S. Cangialosi	Warrant, Sept. 18, 1907; Magistrate's Court.	Pending.	
J. S. Altschul and G. S. Cangialosi	Arrest, Sept. 11, 1907; Special Sessions.	Pending.	
J. S. Altschul and G. S. Cangialosi	Arrest, Sept. 11, 1907; Special Sessions.	Pending.	
J. S. Altschul and G. S. Cangialosi	Arrest, Sept. 11, 1907; Special Sessions.	Pending.	
Rebecca B. Gourlie	Warrant April 11, 1906, Special Sessions, Oct. 29, 1906.	Pleading guilty	Fined \$25.
J. S. Altschul	Warrant Sept. 4, 1907, Magistrate's Court, Sept. 16, 1907.	Dismissed on ground that he was not the owner and that orders had been complied with.	
W. W. Walling	Warrant, Sept. 21, 1906; Special Sessions, Dec. 31, 1906.	Pleading guilty; sentence suspended.	
T. J. Hammill	Warrant, Oct. 10, 1906; Special Sessions, Nov. 2, 1906.	Pleading guilty	Fined \$20.
W. W. Walling	Warrant, June 1, 1906; Special Sessions, Oct. 29, 1906.	Pleading Guilty	Fined \$75.
Charles Whelan	Warrant, Feb. 28, 1907; Magistrate's Court, April 1, 1907.	Dismissed on defendant's allegation of compliance with law.	
Charles Whelan	Warrant, Feb. 28, 1907; Magistrate's Court, April 1, 1907.	Dismissed on defendant's allegation of compliance with law.	
Charles Whelan	Warrant, Feb. 28, 1907; Special Sessions, April 24, 1907.	Dismissed.	
W. H. Donahue	Warrant, Feb. 15, 1907; Special Sessions, Mar. 29, 1907.	Convicted.	Fined \$50.
L. A. Havens	Summons, Feb. 8, 1907; Justice of the Peace, Feb. 15, 1907.	Dismissed on compliance with law.	
H. L. Schnur	Warrant, April 26, 1906; Police Court	Pending.	
H. L. Schnur	Warrant April 18, 1906; Police Court, June 11, 1906.	Convicted; sentence suspended. Defendant's appeal to County Court was dismissed.	
H. L. Schnur	Warrant, April 26, 1906; Police Court.	Pending.	
S. N. Brenner	Warrant, Aug. 26, 1907; City Magistrate's Court, Sept. 4, 1907.	Dismissed on compliance with law.	
John A. Reilly	1907, Police Court,	Pleading guilty; sentence suspended.	
F. S. Nash	7; Recorder's Court,	Pleading guilty; sentence suspended.	
F. S. Nash	1907; Recorder's Court,	Pleading guilty	Fined \$20.
H. L. Schnur	1906; Police Court,	Dismissed and Irving Fisher held.	
H. L. Schnur	1907; Police Court,	Convicted; sentence suspended in two cases; fined in one case.	Fined \$20.
D. S. Yard	Warrant, April 30, 1907; Police Court, May 2, 1907.	Convicted	Fined \$20.

Table III—Detailed Statement of Prosecution

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
Buffalo.....	Charles Dirnberger, 135 Seneca st.....	Employing child under 16 years of age with out Board of Health certificate (3 cases).
Buffalo.....	Ebberts Shoe Co., 201 Clinton st. (Martin J. Ebberts, superintendent, defendant.)	Employing child under 14 years of age.
Buffalo.....	Irving Fisher, employee of William E. Baker, 425 W. Ferry st.	Employing child under 14 years of age....
Buffalo.....	Charles V. Francis, 638 Jefferson st.....	Employing child under 14 years of age.....
Buffalo.....	Charles V. Francis, 638 Jefferson st....	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	Harry Gintzler, 110 Seneca st.....	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	H. O. Co., Chicago and Scott sts. (Willet H. Mosher, superintendent, defendant)	Employing child under 14 years of age.....
Buffalo.....	Hausauer-Jones Printing Co., 253-7 Elliott st. (Peter Crimi, foreman, defendant in one case; George R. Jones, vice-president, defendant in second case.)	Employing child under 16 years of age with out Board of Health certificate (2 cases).
Buffalo.....	Frieden Kadetsky, Coal and Iron Exchange building, Washington st.	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	Kadetsky Tailoring Co., Coal and Iron Exchange Building, Washington st. (Max Cornblum, foreman, defendant).	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	Kadetsky Tailoring Co., Coal and Iron Exchange Building, Washington st. (Max Cornblum, foreman, defendant).	Employing child under 14 years of age....
Buffalo.....	Lautz Bros., 44 Hanover st. (Arnold H. Weppner, foreman, defendant).	Employing child under 14 years of age.....
Buffalo.....	James MacLean, 23 Sandusky st.....	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	MacLean Box Factory, 23 Sandusky st. (H. E. Philp, foreman, defendant).	Employing child under 16 years of age with out Board of Health certificate.
Buffalo.....	John Mikuszewski, 521 Fillmore ave....	Employing child under 14 years of age (cases).
Buffalo.....	Niagara Laundry and Mfg. Co., 282 Court st. (David Yager, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	Niagara Laundry and Mfg. Co., 282 Court st. (C. D. Robinson, mgr., defendant).	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	Niagara Wire Cloth Co., 155 Rano st. (Fidelius J. Murphy, managing clerk, defendant).	Employing child under 14 years of age (4 cases).
Buffalo.....	William W. Pearce, 207 Genesee st.....	Employing child under 16 years of age without Board of Health certificate (cases).
Buffalo.....	William W. Pearce, 207 Genesee st.....	Employing child under 16 years of age more than 9 hours per day (3 cases).
Buffalo.....	William W. Pearce, 207 Genesee st.....	Employing child under 16 years of age after 7 p. m. (3 cases).
Buffalo.....	Phelps Co., 101-105 Seneca st. (Willard E. McCarthy, president, defendant).	Employing child under 16 years of age after 7 p. m. (5 cases).
Buffalo.....	Phelps Co., 101-105 Seneca st. (Willard E. McCarthy, president, defendant).	Employing child under 16 years of age more than 9 hours per day (3 cases).
Buffalo.....	Quaker City Cooperage Co., Hamburg st. (Alexander Black, foreman, defendant).	Employing child under 14 years of age.....
Buffalo.....	Quaker City Cooperage Co., Hamburg st. (Alexander Black, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate (cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.43

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
E. H. Williamson.....	Warrant, July 31, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, Mar. 15, 1907; Police Court, April 2, 1907.	Pleaded guilty.....	Fined \$20.
H. L. Schnur.....	Arraigned on the strength of his own testimony as witness in the W. E. Baker case (see above) as responsible for employment of child in Baker's establishment; Police Court, Nov. 21, 1906.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, Jan. 16, 1907; Police Court, Jan. 17, 1907.	Pleaded guilty..	Fined \$20.
H. L. Schnur.....	Warrant, Jan. 16, 1907; Police Court, Jan. 17, 1907.	Pleaded guilty; sentence suspended.	
E. H. Williamson.....	Warrant, July 31, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty..	Fined \$20.
H. L. Schnur.....	Warrant, Nov. 19, 1906; Police Court, Nov. 20, 1906.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, Mar. 19, 1907; Police Court, Mar. 29, 1907.	Pleaded guilty; sentence suspended in one case (Jones), fined in one case (Crimi).	Fined \$25.
E. H. Williamson.....	Warrant, July 30, 1907; Police Court, Aug. 1, 1907.	Pleaded guilty.....	Fined \$20.
E. H. Williamson.....	Warrant, July 30, 1907; Police Court, Aug. 8, 1907.	Pleaded guilty; sentence suspended, Kadetsky being fined \$20 in another case.	
E. H. Williamson.....	Warrant, July 30, 1907; Police Court, Aug. 8, 1907.	Pleaded guilty..	Fined \$20.
H. L. Schnur.....	Warrant, Nov. 27, 1906; Police Court, December 7, 1906.	Convicted..	Fined \$20.
Charles Kinney.....	Warrant, April 10, 1907; Jury trial, May 6, 1907.	Acquitted.	
Charles Kinney	Warrant, April 10, 1907; Jury trial, April 22, 1907.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, Nov. 19, 1906; Police Court, Nov. 27, 1906.	Convicted; fined in one case, sentence suspended in one case.	Fined \$20.
G. I. Harmon.....	Warrant, July 31, 1907; Police Court, Aug. 23, 1907.	Convicted; sentence suspended.	
G. I. Harmon.....	Warrant, July 31, 1907; Police Court, Aug. 16, 1907.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, July 15, 1907; Police Court, July 18, 1907.	Pleaded guilty in two cases, convicted in two cases; sentence suspended in three cases, fined in one case.	Fined \$20.
H. L. Schnur.....	Warrant, April 29, 1907; Police Court, May 1, 1907.	Pleaded guilty; sentence suspended in two cases, fined in one case.	Fined \$20.
H. L. Schnur.....	Warrant, April 29, 1907; Police Court, May 1, 1907.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, April 29, 1907; Police Court, May 1, 1907.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, Nov. 10, 1906; Police Court, Nov. 27, 1906.	Convicted; fined in one case, sentence suspended in four cases.	Fined \$20.
H. L. Schnur.....	Warrant, Nov. 12, 1906; Police Court, Nov. 27, 1906.	Convicted; fined in one case, sentence suspended in two cases.	Fined \$20.
H. L. Schnur.....	Warrant, Mar. 30, 1907; Police Court, April 1, 1907.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, Mar. 30, 1907; Police Court, April 1, 1907.	Convicted; sentence suspended.	

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
		III. CHILDREN—Continued.
Buffalo.....	Fred. Rausch, 48 Rohr st.....	Employing child under 14 years of age.....
Buffalo.....	Fred. Rausch, 48 Rohr st.....	Employing child under 16 years of age without Board of Health certificate (3 cases).
Buffalo.....	Fred. Rausch, 48 Rohr st.....	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	Emil Schmelzer, 1324 Broadway.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
Buffalo.....	Schoellkopf & Co., Elk and Mississippi sts. (Hans Schmidt, proprietor, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
Buffalo.....	Steul and Thuman Co., 278 Johnson st. (Charles Ernst, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate (3 cases).
Casenovia.....	T. W. Thayer Co. (William H. Donnell, defendant).	Employing child under 16 years of age without Board of Health certificate.
Casenovia.....	T. W. Thayer Co. (William H. Donnell, defendant).	Employing child under 16 years of age more than 9 hours per day.
Delhi.....	Delhi Silk Co. (William Knipka, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
Lenox.....	Kitty A. (Jones) Hinman.....	Making false statement in application for employment certificate.
Mt. Vernon.....	Mauser Mfg. Co., Columbus ave. (William Steglich, clerk, defendant).	Employing child under 16 years of age without Board of Health certificate.
Mt. Vernon.....	Mauser Mfg. Co., Columbus ave. (William Vogel, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Alger Laundry Co., 149 Elizabeth st. (Harry Steinberg, foreman, defendant).	Employing child under 14 years of age.....
New York City...	American Bud Co., 542-4 W. Broadway (Louis S. Seligman, proprietor, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	American Can Co., York and Adams sts., Brooklyn (Jacob Rinker, foreman, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City...	American Can Co., York and Adams sts., Brooklyn (Jacob Rinker, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	American Lithographic Co., 50 E. 19th st. (Emil Plaschke, foreman, defendant).	Employing child under 14 years of age.....
New York City...	American Mfg. Co., foot of Noble st., Brooklyn (Robert B. Brown, manager and agent, defendant).	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	American Mfg. Co., foot of Noble st., Brooklyn (Robert B. Brown), manager and agent, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	American Mfg. Co., foot of Noble st., Brooklyn (Robert B. Brown, manager and agent, defendant).	Failure to keep register of children employed.
New York City...	American Tobacco Co., Wythe ave. and Penn st., Brooklyn (Herbert H. Harris, manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	American Tobacco Co., Wythe ave. and Penn st., Brooklyn (Herbert H. Harris, manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Jacob Akin, 812 Greenwich st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Automobile Supply Mfg. Co., 139 Emerson place, Brooklyn (Louis Rubis, president, defendant).	Employing child under 16 years of age without Board of Health certificate (cases).
New York City...	A. Baccari, 339 E. 109th st.....	Employing child under 14 years of age.....

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.45

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty
H. L. Schnur.....	Warrant, Jan. 23, 1907; Police Court, Jan. 24, 1907.	Convicted... ..	Fined \$20.
H. L. Schnur.....	Warrant, Jan. 24, 1907; Police Court, Jan. 24, 1907.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, Jan. 23, 1907; Police Court, Jan. 24, 1907.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, Mar. 30, 1907; Police Court, April 1, 1907.	Convicted; fined in one case, sentence suspended in one case.	Fined \$20.
E. H. Williamson.....	Warrant, Aug. 1, 1907; Police Court, Aug. 27, 1907.	Proceedings against Schmidt dismissed and Joseph Priester, foreman, held; pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, Mar. 19, 1907; Police Court, March 23, 1907.	Convicted; fined in one case; sentence suspended in two cases.	Fined \$20.
Joseph O'Rourke.....	Warrant, May 22, 1906; held for Grand Jury.	Indictment not secured.	
Joseph O'Rourke.....	Warrant, May 22, 1906; held for Grand Jury.	District Attorney refused to present charge to Grand Jury on failure to secure indictment in first case.	
P. S. Nash.....	Warrant, Nov. 21, 1906; Supreme Court, Feb. 18, 1907.	Pleaded guilty.....	Fined \$20.
Joseph O'Rourke.....	Warrant, July 18, 1906; held for Grand Jury.	Indictment not secured.	
C. B. Ash.....	Warrant, Oct. 12, 1906; City Court, Oct. 12, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, Oct. 12, 1906; City Court, Oct. 12, 1906.	Convicted; sentence suspended.	
May G. Davies.....	Warrant, July 26, 1907; Special Sessions.	Pending.	
C. F. Miller, Jr.....	Warrant, April 29, 1907; Special Sessions, May 7, 1907.	Pleaded guilty; sentence suspended.	
E. H. Williamson and G. S. Cangialosi.	Summons, July 3, 1907; Magistrate's Court.	Pending.	
E. H. Williamson and G. S. Cangialosi.	Summons, July 3, 1907; Magistrate's Court.	Pending.	
Charles Whelan.....	Warrant, May 22, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant July 11, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, July 11, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, July 11, 1907; Magistrate's Court.	Pending.	
Charles Whelan.....	Warrant, May 3, 1907; Special Sessions, Aug. 16, 1907.	Dismissed on motion of District Attorney.	
Charles Whelan.....	Warrant, May 3, 1907; Magistrate's Court, June 18, 1907.	Withdrawn, witness not being found.	
J. H. Bell.....	Warrant, Dec. 12, 1906; Special Sessions, Dec. 20, 1906.	Pleaded guilty.....	Fined \$20.
E. H. Williamson.....	Warrant, Feb. 13, 1907; Magistrate's Court, Mar. 13, 1907.	Dismissed.	
G. F. O'Neill.....	Warrant, July 8, 1907; Special Sessions.	Pending.	

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Max Becton and Fairleigh Dickinson, 160-162 Duane st.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Max Becton and Fairleigh Dickinson, 160-162 Duane st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Behning Piano Co., 1945 Park ave. (Frank M. Werner, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Samuel Berkowitz, 91 Crosby st.....	Employing child under 14 years of age (2 cases).
New York City...	Morris Bernhard, 144 W. 18th st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	August Bertsch, 305 E. 80th st.....	Employing child under 14 years of age.....
New York City...	August Bertsch, 305 E. 80th st.....	Employing child under 16 years of age without Board of Health certificate and after 7 p. m.
New York City..	August Bertsch, 305 E. 80th st.....	Employing child under 16 years of age after 7 p. m. and more than 9 hours per day.
New York City..	Joseph Blumenthal, 202 N. 5th st., Brooklyn.	Employing child under 14 years of age.....
New York City...	Bond Manufacturing Co., 373-5 Broadway (Henry J. Gaisman, president and manager, defendant).	Employing child under 16 years of age more than 9 hours per day (4 cases).
New York City...	S. Borchardt & Co., 404-12 E. 104th st. (Chas. Levy, superintendent and manager, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City..	Louis Bouquet, 520-4 W. Broadway....	Employing child under 14 years of age.....
New York City..	Louis Bouquet, 143 Bleecker st.....	Employing child under 16 years of age without Board of Health certificate (4 cases).
New York City...	Julius Boodie, 52-62 Ellery st., Brooklyn.	Employing child under 14 years of age.....
New York City...	Brooklyn Children's Aid Society, Main st., Brooklyn.....	Employing child under 16 years of age without Board of Health certificate.
New York City...	Brooklyn Union Publishing Co., 292-6 Washington st., Brooklyn.	Employing child under 14 years of age.....
New York City...	Brooklyn Union Publishing Co., 292-6 Washington st., Brooklyn.	Employing child under 14 years of age.....
New York City...	D. S. Brown & Co., Twelfth ave. and 51st. st. (Edward S. Doyle, foreman, defendant).	Employing child under 14 years of age.....
New York City..	D. S. Brown & Co., Twelfth ave. and 51st st. (Edward S. Doyle, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Nathan Brown and Myron Webster, 127 W. 17th st.	Employing child under 14 years of age.....
New York City...	Nathan Brown and Myron Webster, 127 W. 17th st.	Employing child under 16 years of age without Board of Health certificate (3 cases).
New York City...	Theodore and Edward Casselman, 165 W. 18th st.	Employing child under 16 years of age more than 9 hours per day (4 cases).
New York City...	Theodore and Edward Casselman, 165 W. 18th st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Dominico Castellane, 16 Maple ave., Bronx.	Employing child under 14 years of age (2 cases).
New York City...	Champion Laundry, 106-10 Seventh ave. (Harry Chesney, superintendent, defendant).	Employing child under 14 years of age.....

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.47

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
Lily F. Foster.....	Warrant, Nov. 14, 1906; Special Sessions, Nov. 26, 1906.	Complaint against Dickinson withdrawn; Becton convicted; sentence suspended.	
Lily F. Foster.....	Warrant, Nov. 14, 1906; Special Sessions, Nov. 20, 1906.	Complaint against Dickinson withdrawn; Becton pleaded guilty.	Fined \$20.
C. B. Ash.....	Warrant, Nov. 19, 1906; Special Sessions, Nov. 27, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Feb. 18, 1907; Magistrate's Court, Feb. 20, 1907.	Dismissed.	
Lily F. Foster.....	Warrant, Oct. 17, 1906; Special Sessions, Nov. 1, 1906.	Pleaded guilty; sentence suspended in one case, fined in the other.	Fined \$20.
Maurice Barshell.....	Warrant, Dec. 4, 1906; Special Sessions, Dec. 20, 1906.	Pleaded guilty.	Fined \$30.
Maurice Barshell.....	Warrant, Dec. 4, 1906; Special Sessions, Dec. 20, 1906.	Pleaded guilty; sentence suspended.	
Maurice Barshell.....	Warrant, Dec. 4, 1906; Special Sessions, Dec. 20, 1906.	Pleaded guilty; sentence suspended.	
Charles Whelan.....	Warrant, Sept. 23, 1907; Magistrate's Court.	Pending.	
M. J. Flanagan.....	Warrant, Nov. 16, 1906; Special Sessions, Dec. 18, 1906.	Pleaded guilty; fined in one case, sentence suspended in three cases.	Fined \$50.
T. J. Hammill.....	Warrant, July 11, 1906; Special Sessions, Oct. 29, 1906.	Convicted; fined in one case, sentence suspended in the other.	Fined \$30.
Abraham Sirota.....	Warrant, Aug. 18, 1906; Special Sessions, Nov. 20, 1906.	Pleaded guilty; sentence suspended.	
Rebecca B. Gourlie....	Warrant, Sept. 24, 1906; Special Sessions, Nov. 20, 1906.	Convicted; fined in one case, sentence suspended in three cases.	Fined \$40.
G. L. Horn.....	Warrant, July 23, 1906; Special Sessions, Nov. 23, 1906.	Pleaded guilty.....	Fined \$20.
Charles Whelan.....	Summons, Aug. 27, 1907; Magistrate's Court, Sept. 9, 1907.	Adjourned without date, Commissioner of Labor dropping proceedings without withdrawing the case.	
Charles Whelan.....	Summons, July 26, 1907; Magistrate's Court, Aug. 20, 1907.	Dismissed.	
Charles Whelan.....	Warrant, Sept. 14, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, July 18, 1906; Special Sessions, Oct. 26, 1906.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, July 18, 1906; Special Sessions, Oct. 26, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Oct. 11, 1906; Special Sessions, Oct. 23, 1906.	Pleaded guilty.....	Each fined \$20.
Lily F. Foster.....	Warrant, Oct. 11, 1906; Special Sessions, Oct. 23, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Dec. 7, 1906; Special Sessions, Dec. 21, 1906.	One case withdrawn, convicted in three cases.	Fined \$20 in each of 3 cases.
Lily F. Foster.....	Warrant, Dec. 7, 1906; Special Sessions, Dec. 21, 1906.	Convicted.....	Fined \$20.
G. F. O'Neill.....	Warrant, Aug. 27, 1907; Special Sessions.	Pending.	
Lily F. Foster..	Warrant, Sept. 30, 1907; Magistrate's Court.	Pending.	

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Champion Laundry, 106-10 Seventh ave. (Harry Chesney, superintendent, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City...	Champion Laundry, 106-10 Seventh ave. (Harry Chesney, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Benjamin Cohen, 49-51 Chrystie st....	Employing child under 14 years of age.....
New York City...	Collet & Frederichs, 24 Bond st. (John Frederichs, partner, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Columbia Hosiery Co., 1955 Park ave (Jefferson A. Simonds, treasurer and manager, defendant).	Employing child under 14 years of age (2 cases).
New York City...	Columbia Hosiery Co., 1955 Park ave. (Jefferson A. Simonds, treasurer and manager, defendant.)	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	Columbia Wax Works, 85 Crosby st. (David Frauenhar, secretary and foreman, defendant).	Employing child under 16 years of age without Board of Health certificate. (3 cases).
New York City...	Consolidated Buckle and Metal Goods Co., 81-5 Crosby st. (Adolf Lang, treasurer and manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Peter Coughlin (estate of), 3-7 W. 4th st. (Daniel Coughlin, manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	M. Dasheff, 327 Essex st., Brooklyn (Morris Koolian, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Casper Davis, 36 W. 24th st.....	Employing child under 14 years of age.....
New York City...	I. Deckinger & Co., 315 Canal st. (Simon Fleischman, partner, defendant).	Employing child under 14 years of age.....
New York City...	I. Deckinger & Co., 315 Canal st. (Simon Fleischman, partner, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Demuth Glass Co., Gardner ave. and Beadle st., Brooklyn (Frank Dries, superintendent, defendant).	Employing child under 14 years of age (3 cases).
New York City...	Demuth Glass Co., Gardner ave. and Beadle st., Brooklyn (Frank Dries, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Pasquale Di Rosa, 275 E. 151st st.....	Employing child under 14 years of age.....
New York City...	L. & M. Druckerman, 311 Warwick st., Brooklyn (Louis Druckerman, partner, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	L. & M. Druckerman, 311 Warwick st., Brooklyn (Louis Druckerman, partner, defendant).	Employing child under 16 years of age more than 9 hours per day (3 cases).
New York City...	Durst & Rubin, 50 E. Broadway (Sam Rubin, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Louis Edelstein and Morris Kalikow, 174 Wooster st.	Employing child under 14 years of age...
New York City...	Albert N. Ehrlich, 17-19 Walker st.....	Employing child under 14 years of age.....
New York City...	J. Eisner Co., Sheffield and Belmont aves., Brooklyn (Leon Levine, foreman, defendant).	Employing child under 14 years of age.....
New York City...	Erdreich & Klein, 139-141 Spring st. (Samuel Tilove, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Cuspius Feix, 58 (rear) Troutman st. Brooklyn.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	William Feix, 58 Troutman st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (3 cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.49

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
Lily F. Foster.....	Warrant, Sept. 30, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, Sept. 30, 1907; Magistrate's Court.	Pending.	
W. H. Guyett.....	Warrant, July 3, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, Feb. 6, 1907; Special Sessions, Mar. 8, 1907.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Sept. 9, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, Sept. 9, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, Jan. 25, 1907; Special Sessions, Feb. 25, 1907.	Convicted and fined in one case; pleaded guilty and sentence suspended in two cases.	Fined \$20.
Charles Whelan.....	Warrant, May 27, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, Mar. 11, 1907; Magistrate's Court, Mar. 12, 1907.	Dismissed.	
J. S. Altschul.....	Warrant, May 20, 1907; Special Sessions, Sept. 25, 1907.	Convicted in one case, pleaded guilty in the other.	Fined \$20 in each case.
Ella Nagle.....	Warrant, Sept. 26, 1906; Special Sessions, Oct. 16, 1906.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Sept. 12, 1906; Special Sessions, Oct. 26, 1906.	Convicted..	Fined \$50.
Lily F. Foster.....	Warrant, Sept. 12, 1906; Special Sessions, Oct. 26, 1906.	Pleaded guilty; sentence suspended.	
Nathan Herzstein.....	Warrant, Sept. 4, 1907; Special Sessions.	Pending.	
Nathan Herzstein.....	Warrant, Sept. 4, 1907; Special Sessions.	Pending.	
James Davie and G. F. O'Neill.	Warrant, Aug. 2, 1907; Special Sessions.	Pending.	
Charles Whelan.....	Warrant, July 16, 1906; Special Sessions, Nov. 9, 1906.	Pleaded guilty.....	Fined \$20 in each case.
Charles Whelan.....	Warrant, July 16, 1906; Special Sessions, Nov. 9, 1906.	Pleaded guilty.....	Fined \$20 in each case.
S. N. Brenner.....	Summons, Mar. 16, 1907; Special Sessions, Mar. 25, 1907.	Pleaded guilty.....	Fined \$20.
M. J. Flanagan.....	Warrant, Aug. 27, 1907; Special Sessions, Sept. 13, 1907.	Kalikow pleaded guilty. (Edelstein discharged in Magistrate's Court, Aug. 30, 1907.)	Fined \$20.
M. J. Flanagan.....	Warrant, Aug. 1, 1906; Special Sessions, Nov. 7, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Aug. 15, 1906; Special Sessions, Nov. 9, 1906.	Convicted.....	Fined \$200.
Lily F. Foster.....	Warrant, Dec. 5, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty.....	Fined \$25.
Charles Whelan.....	Warrant, Dec. 8, 1906; Special Sessions, Mar. 1, 1907.	Pleaded guilty.....	Fined \$20 in each case.
Charles Whelan.....	Warrant, Sept. 27, 1906; Magistrate's Court, Nov. 23, 1906.	Dismissed.	

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	William Feix, 58 Troutman st., Brooklyn.	Employing child under 14 years of age (3 cases).
New York City...	Max Feldman, 5 Pelham st.....	Employing child under 16 years of age without Board of Health certificate.
New York City...	French Electro Plate and Coloring Works, 49 Crosby st. (Samuel W. Weiss, proprietor, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Max Goldberg, 17-19 W. 3d st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Max Goldberg, 17-19 W. 3d st.....	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	Julius Goldstein, 59-65 Goerck st.....	Failure to produce evidence of child's age...
New York City...	Goldstein & Hillowitz, 33 W. 3d st. (Louis Hillowitz, partner and manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Goldstein & Hillowitz, 33 W. 3d st. (Louis Hillowitz, partner and manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Goldstein & Hillowitz, 33 W. 3d st. (Lowitz Hillowitz, partner and manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Graham-Chisholm Co., 20 Warren st. (Thomas F. Graham, president, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Chas. Graham Chemical Pottery Works, 986 Metropolitan ave., Brooklyn (J. H. Clifford, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Chas. Graham Chemical Pottery Works, 986 Metropolitan ave., Brooklyn (J. H. Clifford, foreman, defendant).	Employing child under 16 years of age on dangerous machinery.
New York City...	Greater New York Ice Cream Co., 239 Centre st. (Morris Abrahams and Barney Abramowitz, proprietors, defendants).	Employing child under 14 years of age.....
New York City...	Samuel Greenberg, 46 Bond st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Samuel Greenberg, 46 Bond st.....	Employing child under 14 years of age (2 cases).
New York City...	Greenberg, Weiner & Co., 23 Wooster st. (J. Weiner, partner and manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Howard D. Hammond, 108 W. 18th st..	Employing child under 16 years of age without Board of Health certificate.
New York City...	Hanan & Son, Bridge and Front sts., Brooklyn (Harrison G. Beckman, superintendent, defendant).	Employing child under 14 years of age.....
New York City...	Harlem Steam Laundry, 228 E. 125th st. (Robert A. Sayer, owner, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Harlem Steam Laundry, 228 E. 125th st. (Robert A. Sayer, owner, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City...	William H. Hart, Jr., 225 Greene st. (Julius Klein, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Heywood, Strasser & Voigt Lithographing Co., 155-65 Leonard st. (Edward A. Voigt, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Charles Hirschman, 187 Bowery.....	Employing child under 14 years of age.....
New York City...	Charles Hirschman, 187 Bowery.....	Employing child under 16 years of age without Board of Health certificate.
New York City...	Hyman Hoffman, 331 E. 102d st.....	Employing child under 16 years of age without Board of Health certificate.
New York City...	M. T. Horn, 86 Park place.....	Employing child under 16 years of age more than 9 hours per day (3 cases).
New York City...	M. T. Horn, 86 Park place.....	Employing child under 16 years of age without Board of Health certificate.

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.51

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
W. J. Neely.....	Warrant, July 9, 1906; Special Sessions, Oct. 26, 1906.	Pleaded guilty; fined in one case, sentence suspended in two cases.	Fined \$20.
S. N. Brenner.....	Warrant, Apr. 30, 1907; Special Sessions, May 17, 1907.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Jan. 8, 1907; Special Sessions, Jan. 17, 1907.	Dismissed on defendant's recognisance with consent of Department.	
Lily F. Foster.....	Warrant, Sept. 30, 1907; Magistrate's Court.	Pending.	
Lily F. Foster.....	Warrant, Sept. 30, 1907; Magistrate's Court.	Pending.	
Abraham Sirota.....	Warrant, May 15, 1907; Special Sessions, July 3, 1907.	Dismissed on motion of district attorney.	
W. W. Walling.....	Warrant, Oct. 25, 1906; Magistrate's Court, Nov. 1, 1906.	Withdrawn because of inability to locate boy named in complaint.	
W. W. Walling.....	Warrant, Oct. 25, 1906; Magistrate's Court, Nov. 15, 1906.	Withdrawn because of inability to locate boy named in complaint.	
Lily F. Foster.....	Warrant, Mar. 22, 1907; Special Sessions, May 17, 1907.	Convicted; sentence suspended.	
C. F. Miller, Jr.....	Warrant, Feb. 11, 1907; Special Sessions, May 29, 1907.	Convicted; sentence suspended.	
W. E. Pettit.....	Warrant, Oct. 17, 1906; Special Sessions, Dec. 5, 1906.	Pleaded guilty.....	Fined \$100.
W. E. Pettit.....	Warrant, Oct. 17, 1906; Special Sessions, Dec. 5, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Nov. 22, 1906; Special Sessions, Dec. 10, 1906.	Abrahams discharged; Abramowitz pleaded guilty.	Fined \$20.
C. L. Halberstadt and M. J. Flanagan.	Warrant, July 5, 1907; Special Sessions.	Pending.	
C. L. Halberstadt and M. J. Flanagan.	Warrant, July 5, 1907; Special Sessions.	Pending.	
M. J. Flanagan.....	Warrant, June 11, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Dec. 8, 1906; Special Sessions, Dec. 18, 1906.	Pleaded guilty.....	Fined \$20.
Charles Whelan.....	Warrant, July 24, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, July 8, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, July 8, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, Aug. 20, 1906; Special Sessions, Oct. 15, 1906.	Pleaded guilty.....	Fined \$25.
G. S. Cangialosi.....	Warrant, Apr. 8, 1907; Special Sessions, Apr. 15, 1907.	Pleaded guilty; sentence suspended.	
Abraham Sirota.....	Warrant, July 10, 1907; Special Sessions.	Pending.	
Abraham Sirota.....	Warrant, July 10, 1907; Special Sessions.	Pending.	
C. B. Ash.....	Warrant, May 28, 1906; Special Sessions, Nov. 7, 1906.	Pleaded guilty.....	Fined \$20
C. F. Miller, Jr.....	Warrant, Jan. 2, 1907; Special Sessions, Jan. 11, 1907.	Pleaded guilty; sentence suspended.	
C. F. Miller, Jr.....	Warrant, Jan. 2, 1907; Special Sessions, Jan. 11, 1907.	Pleaded guilty.....	Fined \$30.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Joshua Horrocks, 41 Schenectady ave., Brooklyn (Fred H. Horrocks, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Hyman & Dulberg, 18 Lispenard st. (Jacob Dulberg, manager, defendant).	Employing child under 14 years of age.....
New York City...	Abraham Iserson, 536 Broadway.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Henry F. Juergens, 83 Chambers st.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Jurist & Markowitz, 5 Howard st. (Jacob Markowitz, partner, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Myer Kamenstein, 394 Hudson st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Myer Kamenstein, 394 Hudson st.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Samuel Katz, 132 Hester st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Maciey Kaslowski, 47 Monroe st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	David Kluger, 47 Division st., Jamaica, Queens.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Herman Kornreich, 145 Greene st.	Employing child under 14 years of age.....
New York City...	John A. Kraemer, 165-7 Mercer st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Morris Kramer, 50 Lispenard st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Kursheedt Manufacturing Co., 356-60 W. Broadway (George H. Taylor, treasurer and superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate (3 cases).
New York City...	Kursheedt Manufacturing Co., 356-60 W. Broadway (George H. Taylor, treasurer and superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Kursheedt Manufacturing Co., 356-60 W. Broadway (George H. Taylor, treasurer and superintendent).	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	Kursheedt Manufacturing Co., 356-60 W. Broadway (George H. Taylor, treasurer and superintendent, defendant).	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	John Kussino, 426-28 Humboldt st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	John Kussino, 426-28 Humboldt st., Brooklyn.	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	Joseph Lafemina, 217 Navy st., Brooklyn	Employing child under 14 years of age.....
New York City...	William Lane, 1-13 Sterling place, Brooklyn.	Employing child under 16 years of age more than 9 hours per day.
New York City...	William Lane, 1-13 Sterling place, Brooklyn.	Employing child under 16 years of age more than 9 hours per day.
New York City...	William Lane 1-13 Sterling place, Brooklyn.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Charles F. Lehman, 771-73 Herkimer st. (rear) Brooklyn.	Employing child under 14 years of age.....
New York City...	Abraham Lehrer, 300 Delancey st.	Employing child under 14 years of age.....
New York City...	Lerner, Radler & Co., 47 E. Houston st. (Max Lerner, partner, defendant).	Employing child under 14 years of age (2 cases).
New York City...	Lerner, Radler & Co., 47 E. Houston st. (Max Lerner, partner, defendant).	Employing child under 16 years of age without Board of Health certificate (2 cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.53

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
G. L. Horn.....	Warrant, Dec. 10, 1906; Special Sessions, Feb. 13, 1907.	Dismissed.	
M. J. Flanagan.....	Warrant, July 23, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Nov. 8, 1906; Special Sessions, Nov. 16, 1906.	Pleaded guilty; fined in one case, sentence suspended in the other.	Fined \$20.
C. F. Miller, Jr.....	Warrant, Feb. 15, 1907; Special Sessions Mar. 29, 1907.	Pleaded guilty; fined in one case, sentence suspended in the other.	Fined \$20.
W. M. Rich.....	Warrant, Aug. 20, 1906; Special Sessions, Nov. 26, 1906.	Pleaded guilty; fined in one case, sentence suspended in the other.	Fined \$30.
Lily F. Foster.....	Warrant, Mar. 11, 1907; Magistrate's Court, Mar. 14, 1907.	Dismissed.	
Lily F. Foster.....	Warrant, Mar. 11, 1907; Magistrate's Court, Mar. 14, 1907.	Dismissed.	
T. J. Hammill.....	Warrant, Aug. 3, 1906; Special Sessions, Oct. 29, 1906.	Convicted.....	Fined \$20.
S. N. Brenner.....	Warrant, Nov. 30, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty.....	Fined \$20.
L. A. Havens.....	Warrant, Feb. 28, 1907; Special Sessions, Apr. 9, 1907.	Convicted.....	Fined \$50.
Lily F. Foster.....	Warrant, Aug. 20, 1906; Special Sessions, Oct. 29, 1906.	Convicted.....	Fined \$40.
M. J. Flanagan.....	Warrant, Jan. 7, 1907; Special Sessions, Jan. 15, 1907.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Mar. 22, 1907; Special Sessions, May 17, 1907.	Pleaded guilty.....	Fined \$30.
Charles Whelan and Lily F. Foster.	Warrant, Apr. 3, 1907; Special Sessions, June 7, 1907.	Convicted and fined in one case, from which defendant gave notice of appeal; two cases pending on appeal in the first case.	Fined \$20.
Lily F. Foster.....	Warrant, Apr. 3, 1907; Magistrate's Court, May 1, 1907.	Withdrawn.	
Lily F. Foster.....	Warrant, Apr. 3, 1907; Magistrate's Court, Apr. 15, 1907.	Dismissed.	
Charles Whelan and Lily F. Foster.	Warrant, Apr. 3, 1907; Special Sessions..	Pending on appeal in other case.	
W. J. Neely.....	Warrant, Dec. 6, 1906; Special Sessions, Jan. 18, 1907.	Convicted.....	Fined \$20 in each case.
W. J. Neely.....	Warrant, Dec. 6, 1906; Special Sessions, Jan. 18, 1907.	Convicted.....	Fined \$20 in each case.
E. H. Williamson.....	Warrant, Dec. 31, 1906; Special Sessions, Feb. 1, 1907.	Pleaded guilty.....	Fined \$20.
Charles Whelan.....	Warrant, May 2, 1907; Magistrate's Court, May 14, 1907.	Dismissed.	
Charles Whelan.....	Warrant, May 2, 1907; Magistrate's Court, May 31, 1907.	Dismissed.	
Charles Whelan.....	Warrant, May 2, 1907; Special Sessions, July 8, 1907.	Convicted.....	Fined \$50.
G. L. Horn.....	Warrant, Dec. 10, 1906; Special Sessions, Feb. 18, 1907.	Dismissed.	
G. I. Harmon.....	Warrant, July 12, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Oct. 1, 1906; Special Sessions, Oct. 9, 1906.	Pleaded guilty; sentence suspended in one case, fined in the other.	Fined \$30.
Lily F. Foster.....	Warrant, Oct. 1, 1906; Special Sessions, Oct. 9, 1906.	Pleaded guilty; sentence suspended.	

II.54 NEW YORK STATE DEPARTMENT OF LABOR.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City.	Levy & Co., 181 Ludlow st. (Jacob Silverstein, partner, defendant).	E or 16 years of age with certificate.
New York City..	Levy & Co., 181 Ludlow st. (Jacob Silverstein, partner, defendant).	E or 16 years of age more ay.
New York City..	Abraham Lewis, 139-41 Spring st. . . .	E or 16 years of age with certificate.
New York City...	David Lichtenstein and David Clanc-kopf, 95 Bleeker st	E or 16 years of age with certificate.
New York City...	Isaac Liebowitz, 112 Stanton st.	E or 16 years of age with certificate.
New York City...	Isaac Liebowitz, 112 Stanton st.	Employing child under 14 years of age. . . .
New York City.	London Needle Co., 112 E. 125th st (J. T. Rosenheimer, manager, defend-ant)	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Mann Summer Clothing Co., Pitkin ave. and Junius st., Brooklyn (Samuel Diamond, foreman, defendant).	Employing child under 14 years of age. .
New York City.	Mann Summer Clothing Co., Pitkin ave. and Junius st., Brooklyn (Samuel Diamond, foreman, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City.	Catherine Martin, 160 7th st., Union Course, Queens.	Employing child under 14 years of age..
New York City...	Joseph Monett, 400 Broome st.	Employing child under 14 years of age. . .
New York City..	New York Consolidated Card Co., 222-28 W. 14th st. (Stanley A. Cohen, man-ager, defendant).	Employing child under 16 years of age with-out Board of Health certificate (3 cases).
New York City..	Louis Nierenberg, 392 Madison st.	Employing child under 16 years of age with-out Board of Health certificate.
New York City.	Pacific Novelty Co., 687 Broadway (Jo-seph Gutman, manager, defendant)	Employing child under 16 years of age with-out Board of Health certificate (4 cases).
New York City...	Antonino Pafumi, 84 James st.	Employing child under 14 years of age....
New York City...	Antonino Pafumi, 84 James st.	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Joseph Potenza, 281 Grand st.	Employing child under 14 years of age (2 cases).
New York City...	Joseph Potenza, 281 Grand st.	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Joseph Potenza, 281 Grand st.	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Samuel Rapoport, 47-51 Pike st. . . .	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Louis Rein, 340 Stanton st.	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Mendel Reiss, Church st., Jamaica, Queens.	Employing child under 14 years of age...
New York City...	Mendel Reiss, Church st., Jamaica, Queens.	Employing child under 16 years of age with-out Board of Health certificate.
New York City...	Mendel Reiss, Church st., Jamaica, Queens.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Phillip Ritter, 2132 Third ave. (Saly Stern, manager, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City..	Phillip Ritter, 2132 Third ave. (Saly Stern, manager, defendant).	Employing child under 16 years of age more than 9 hours per day.
New York City.	Osher Rosenberg, 87-89 Ridge st. (rear)	Employing child under 14 years of age. . .
New York City...	Osher Rosenberg, 87-89 Ridge st. (rear)	Employing child under 16 years of age without Board of Health certificate.
New York City...	Harry B. Rosenthal, 707 Broadway. . .	Employing child under 16 years of age without Board of Health certificate (2 cases)
New York City.	Rosenthal & Grotta, 573-5 Broadway (Alexander McBurnie, foreman, de-fendant).	Employing child under 14 years of age....
New York City...	Otto Rosentower, 45-51 Lispenard st., Brooklyn.	Employing child under 14 years of age. . .

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.55

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
Abraham Sirota.....	Warrant, Mar. 12, 1907; Special Sessions.	Pending.	
Abraham Sirota.....	Warrant, Mar. 12, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, Dec. 5, 1906; Magistrate's Court, Dec. 10, 1906.	Defendant discharged with reprimand.	
M. J. Flanagan.....	Warrant, Nov. 30, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty.....	Fined \$20.
Abraham Sirota.....	Summons, Jan. 24, 1907; Special Sessions, Feb. 25, 1907.	Pleaded guilty; sentence suspended.	
Abraham Sirota.....	Summons, Jan. 24, 1907; Special Sessions, Feb. 25, 1907.	Pleaded guilty.....	Fined \$20.
C. B. Ash.....	Warrant, Nov. 19, 1906; Special Sessions, Jan. 16, 1907.	Pleaded guilty; sentence suspended.	
J. S. Altschul.....	Warrant, Apr. 29, 1907; Special Sessions, July 8, 1907.	Convicted.....	Fined \$20.
J. S. Altschul.....	Warrant, Apr. 29, 1907; Magistrate's Court, May 29, 1907.	Dismissed.	
L. A. Havens.....	Summons, Nov. 22, 1906; Special Sessions, Feb. 19, 1907.	Convicted.....	Fined \$20.
W. H. Donahue.....	Warrant, Aug. 5, 1907; Special Sessions.	Pending.	
Lily F. Foster.....	Warrant, Nov. 8, 1906; Special Sessions, Dec. 14, 1906.	Pleaded guilty; sentence suspended in two cases, fined in other.	Fined \$30.
Lily F. Foster.....	Warrant, May 23, 1907; Special Sessions, June 17, 1907.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Dec. 20, 1906; Special Sessions, Jan. 4, 1907.	Pleaded guilty; sentence suspended in two cases, fined in two cases.	Fined \$20 in each of two cases.
Margaret Finn.....	Warrant, July 9, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty.....	Fined \$20.
Margaret Finn.....	Warrant, July 9, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty; sentence suspended.	
T. J. Hammill.....	Warrant, July 23, 1906; Special Sessions, Nov. 7, 1906.	Convicted; fined in one case, sentence suspended in the other.	Fined \$20.
T. J. Hammill.....	Warrant, July 23, 1906; Special Sessions, Nov. 7, 1906.	Convicted; sentence suspended.	
Lily F. Foster.....	Warrant, Feb. 14, 1907; Special Sessions.	Pending.	
S. N. Brenner.....	Warrant, May 14, 1907; Magistrate's Court, May 15, 1907.	Dismissed.	
Lily F. Foster.....	Warrant, May 20, 1907; Special Sessions, May 31, 1907.	Pleaded guilty.....	Fined \$20.
L. A. Havens.....	Warrant, Feb. 28, 1907; Special Sessions, May 21, 1907.	Convicted.....	Fined \$25.
L. A. Havens.....	Warrant, Feb. 28, 1907; Special Sessions, Apr. 9, 1907.	Convicted.....	Fined \$50.
L. A. Havens.....	Warrant, Feb. 28, 1907; Special Sessions, May 21, 1907.	Convicted.....	Fined \$25.
W. W. Walling.....	Warrant, Oct. 25, 1906; Special Sessions, Dec. 24, 1906.	Dismissed.	
W. W. Walling.....	Warrant, Oct. 25, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty; sentence suspended.	
Abraham Sirota.....	Summons, Mar. 27, 1907; Special Sessions, June 7, 1907.	Pleaded guilty; sentence suspended.	
Abraham Sirota.....	Summons, Mar. 27, 1907; Special Sessions, June 7, 1907.	Pleaded guilty.....	Fined \$20.
Lily F. Foster.....	Warrant, Dec. 14, 1906; Special Sessions, Jan. 24, 1907.	Pleaded guilty; fined in one case, sentence suspended in the other.	Fined \$30.
M. J. Flanagan.....	Warrant, Nov. 16, 1906; Special Sessions, Dec. 10, 1906.	Pleaded guilty; sentence suspended.	
M. J. Flanagan.....	Warrant, Oct. 20, 1906; Special Sessions, Nov. 26, 1906.	Pleaded guilty.....	Fined \$30.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Sands & Appel, 86-8 Meserole st., Brooklyn (Sylvester Sands, partner, defendant).	Employing child under 14 years of age.
New York City...	George Schlegel, 312-14 E. 22d st. (George Schlegel, Jr., partner, defendant).	Employing child under 14 years of age (4 cases).
New York City...	Schwartz & Hellenstein, 3-9 Gouverneur st. (Hyman Schwartz, partner, defendant).	Employing child under 14 years of age.....
New York City...	Nathan Siegel, 20-22 Bogart st., Brooklyn.	Employing child under 14 years of age.....
New York City...	Harry J. Simonds, and Morris Walzer, 54-56 Bleecker st.	Employing child under 14 years of age.....
New York City...	Harry J. Simonds and Morris Walzer, 54-56 Bleecker st.	Employing child under 16 years of age without Board of health certificate.
New York City...	Susse Smith, 458 Broome st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Samuel Spiegel, 1024 Third ave.....	Employing child under 16 years of age over 9 hours per day.
New York City...	Stancourt Laundry, 530 W. 48th st. (Herman Glasel, manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Star Button Co., 91-93 Mercer st. (Arthur C. Schweig, manager, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Star Novelty Handkerchief Manufacturing Company, 145-9 Centre st. (Herman Weingast, partner, defendant).	Employing child under 16 years of age without Board of Health certificate (3 cases).
New York City...	Star Paper Box Co., 288 Bowery (Isaac Rudwitz and Louis Greenberg, proprietors, defendants).	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Stoll & Ward, 528-30 W. Broadway (Charles Werth, partner, defendant).	Employing child under 14 years of age.....
New York City...	Isodore Stone, 118 Orchard st., Corona, Queens.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Isodore Stone, 118 Orchard st., Corona, Queens.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Gustave and Israel Sucher, 45 Sheriff st.	Employing child under 14 years of age.....
New York City...	Joseph Taddonio, 425 E. 107th st.....	Employing child under 16 years of age at sorting rags.
New York City...	Tenney Candy Co., 801 Greenwich st. (James B. Leavy, president, defendant).	Employing child under 16 years of age more than 9 hours per day (3 cases).
New York City...	Tenney Candy Co., 801 Greenwich st. (James B. Leavy, president, defendant).	Employing child under 14 years of age (2 cases).
New York City...	Thompson-Pettit Co., 463 Greenwich st. (William Thompson, president, defendant).	Employing child under 16 years of age more than 9 hours per day (4 cases).
New York City...	Thompson-Pettit Co., 463 Greenwich st. (William Thompson, president, defendant).	Employing child under 16 years of age without Board of Health certificate (4 cases).
New York City...	Tripari Bros., 179 Mott st. (Frank Tripari, partner, defendant).	Employing child under 14 years of age.....
New York City...	Tripari Bros., 179 Mott st. (Frank Tripari, partner, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Joseph Usellis, 24 Catharine st., Brooklyn.	Employing child under 14 years of age.....
New York City...	Joseph Usellis, 24 Catharine st., Brooklyn.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Valentine & Co., 364 Manhattan ave., Brooklyn.	Employing child under 14 years of age.
New York City...	Martin Walter, 118-20 Jefferson st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (3 cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.57

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
W. M. Rich.....	Warrant, July 26, 1907; Special Sessions.	Pending.	
W. H. Guyett.....	Warrant, Aug. 14, 1907; Special Sessions.	Pending.	
S. N. Brenner.....	Warrant, July 10, 1907; Special Sessions.	Pending.	
Nathan Herzstein.....	Warrant, Aug. 13, 1907; Special Sessions, Sept. 16, 1907.	Pleaded guilty.....	Fined \$20.
Lily F. Foster	Warrant, Oct. 2, 1906; Special Sessions, Nov. 7, 1906.	Pleaded guilty.....	Fined \$30 each.
Lily F. Foster.....	Warrant, Oct. 2, 1906; Special Sessions, Nov. 7, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Jan. 8, 1907; Special Sessions, Feb. 25, 1907.	Pleaded guilty; fined in one case, sentence suspended in other.	Fined \$20.
W. W. Walling.....	Warrant, Oct. 25, 1906; Special Sessions, Nov. 26, 1906.	Pleaded guilty.....	Fined \$20.
W. M. Rich.....	Warrant, Nov. 7, 1906; Magistrate's Court, Nov. 12, 1906.	Dismissed.	
Lily F. Foster.....	Warrant, Aug. 15, 1906; Special Sessions, Oct. 29, 1906.	Convicted.....	Fined \$20.
G. S. Cangialosi.....	Warrant, Apr. 8, 1907; Special Sessions, June 7, 1907.	Convicted; fined in one case, sentence suspended in other two.	Fined \$30.
Lily F. Foster.....	Warrant, Feb. 13, 1907; Special Sessions, Feb. 19, 1907.	Pleaded guilty; sentence suspended in one case and against Greenberg in other; Rudwits fined.	Fined \$20.
C. F. Miller, Jr.....	Warrant, May 3, 1907; Special Sessions, June 7, 1907.	Pleaded guilty.....	Fined \$20.
L. A. Havens.....	Warrant, Mar. 8, 1907; Magistrate's Court, Mar. 20, 1907.	Dismissed.	
L. A. Havens.....	Warrant, Mar. 8, 1907; Special Sessions, May 7, 1907.	Convicted; fined.	Fined \$20 in each case.
Abraham Sirota.....	Warrant, Aug. 26, 1907; Special Sessions.	Pending	
G. F. O'Neill.....	Warrant, Aug. 12, 1907; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Sept. 19, 1906; Special Sessions, Oct. 30, 1906.	Pleaded guilty; fined in one case, sentence suspended in others.	Fined \$50.
W. W. Walling.....	Warrant, Sept. 19, 1906; Special Sessions, Oct. 30, 1906.	Pleaded guilty; sentence suspended.	
Lily F. Foster.....	Warrant, Apr. 20, 1907; Magistrate's Court, Apr. 29, 1907.	Withdrawn.	
Lily F. Foster.....	Warrant, Apr. 20, 1907; Magistrate's Court, Apr. 29, 1907.	Withdrawn.	
T. J. Hammill.....	Warrant, July 12, 1906; Special Sessions, Oct. 29, 1906.	Convicted.....	Fined \$20.
T. J. Hammill.....	Warrant, July 12, 1906; Special Sessions, Oct. 29, 1906.	Convicted; sentence suspended.	
Nathan Herzstein.....	Warrant, July 16, 1907; Special Sessions.	Pending.	
Nathan Herzstein.....	Warrant, July 16, 1907; Special Sessions.	Pending.	
W. M. Rich.....	Warrant, Aug. 26, 1907; Special Sessions.	Pending.	
J. S. Altechul.....	Warrant, Jan. 25, 1907; Special Sessions, Mar. 1, 1907.	One case dismissed; convicted and fined in two cases.	Fined \$20 in each of two cases.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Martin Walter, 118-20 Jefferson st., Brooklyn.	Employing child under 16 years of age more than 9 hours per day (3 cases).
New York City...	Weigert, Meyer, Gross & Co., 715-19 Broadway (Jacob Hanauer, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Joseph Wien, 65-69 Bleecker st.....	Employing child under 16 years of age without Board of Health certificate.
New York City...	Jacob Wiener, 311-17 Christopher st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Wiener Bros., 520-22 Broadway (Henry Wiener, manager, defendant).	Employing child under 16 years of age without Board of Health certificate (6 cases).
New York City...	Williamsburg Flint Glass Company, 260 Boerum st., Brooklyn (John Meyer, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate (3 cases).
New York City...	Williamsburg Flint Glass Company, 260 Boerum st., Brooklyn (John Meyer, superintendent, defendant).	Employing child under 14 years of age.....
New York City...	Willig Bros., 173 E. Broadway (rear), (Louis Willig, partner, defendant).	Employing child under 16 years of age without Board of Health certificate.
New York City...	Max Wolinsky, 518 Water st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Morris Zahl and Harry Zimmerman, 54 Mercer st.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Vincenzo Zollo, 2360 Atlantic ave., Brooklyn.	Employing child under 14 years of age.....
New York City...	Vincenzo Zollo, 2360 Atlantic ave., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
†Newton Hook...	Cary Brick Co. (Thomas Leonard, foreman, defendant).	Employing child under 14 years of age.....
Niagara Falls....	Carter-Crume Co., Highland ave. and Beech st. (James Bengough, foreman, defendant).	Employing child under 16 years of age without board of health certificate (5 cases).
Sidney.....	Sidney Novelty Co. (George Rinker, superintendent, defendant).	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	Central City Bolt Co., 1620 North Salina st.	Employing child under 16 years of age more than 9 hours per day.
Syracuse.....	Central City Bolt Co., 1620 North Salina st.	Employing child under 14 years of age.....
Syracuse.....	Central City Bolt Co., 1620 North Salina st.	Employing child under 14 years of age (3 cases).
†Syracuse.....	W. H. H. Chamberlin, 307 S Clinton st.	Employing child under 14 years of age.....
Syracuse.....	Mary Elizabeth Evans, 416 S. Salina st.	Employing child under 14 years of age.....
Syracuse.....	George Fleischmann, 1019 Danforth st.	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	L. House & Sons, 713 N. State st. (William House, partner, defendant).	Employing child under 14 years of age.....
Syracuse.....	Charles L. Jordan, 242-6 N. Salina st..	Employing child under 14 years of age.....
Syracuse.....	Charles F. Lambert, 303 N. State st..	Employing child under 14 years of age.....
Syracuse.....	Onondaga Pottery Co., 1856 W. Fayette st. (George Putnam, foreman, defendant).	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	Onondaga Pottery Co., 1856 W. Fayette st. (John H. Ryan, foreman, defendant).	Employing child under 14 years of age.....
Syracuse.....	Onondaga Pottery Co., 1856 W. Fayette st. (E. Thomas Astbury, foreman, defendant).	Employing child under 14 years of age.....
Syracuse.....	W. S. Peck & Co., W. Water st. (Judson W. Clark, foreman, defendant).	Employing child under 14 years of age.....
Syracuse.....	Piquet Box Co., 2613 Lodi st. (Charles J. and Frank H. Piquet, owners, defendants).	Employing child under 16 years of age without Board of Health certificate (3 cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

† Not included in annual report for 1906.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.59

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
J. S. Altschul.....	Warrant, Jan. 25, 1907; Special Sessions, Mar. 1, 1907.	One case dismissed; convicted and fined in two cases.	Fined \$20. in each of two cases.
Lily F. Foster.....	Warrant, Dec. 17, 1907; Special Sessions, Feb. 25, 1907.	Convicted..	Fined \$25.
Lily F. Foster.....	Warrant, Oct. 29, 1906; Special Sessions, Nov. 26, 1906.	Pleaded guilty.....	Fined \$30.
J. S. Altschul.....	Warrant, Mar. 15, 1907; Special Sessions, Apr. 24, 1907.	Convicted..	Fined \$20.
Lily F. Foster.....	Warrant, Nov. 14, 1906; Grand Jury, June 18, 1907.	Indictment not secured.	
Charles Whelan.....	Warrant, Jan. 7, 1907; Special Sessions, Feb. 18, 1907.	Pleaded guilty.....	Fined \$20 in each of three cases.
Charles Whelan.....	Warrant, Jan. 7, 1907; Special Sessions, Feb. 18, 1907.	Pleaded guilty.....	Fined \$20.
S. N. Brenner.....	Warrant, June 6, 1907; Special Sessions.	Pending.	
W. H. Donahue.....	Warrant, Oct. 15, 1906; Special Sessions, Dec. 10, 1906.	Pleaded guilty.....	Fined \$20 in each case.
Lily F. Foster.....	Warrant, Dec. 17, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty.....	Each defendant fined \$20.
J. S. Altschul.....	Warrant, Feb. 26, 1907; Special Sessions, Apr. 3, 1907.	Dismissed.	
J. S. Altschul.....	Warrant, Feb. 26, 1907; Special Sessions, Apr. 3, 1907.	Dismissed.	
C. M. Lessels.....	Warrant, June 20, 1906; County Court, May, 1907.	Pleaded guilty.....	Fined \$25.
H. L. Schnur.....	Warrant, Jan. 18, 1907; Grand Jury, Apr. 5, 1907.	Indictment not secured..	
F. S. Nash.....	Warrant, Nov. 19, 1906; County Court, Feb. 18, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Sept. 4, 1907.	Dismissed.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Sept. 4, 1907.	Dismissed.	
L. S. Arnold.....	Warrant, Sept. 4, 1907; Police Court,	Pending.	
L. S. Arnold.....	Warrant, Aug. 17, 1906; Police Court, Dec. 28, 1906.	Dismissed.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, Dec. 17, 1906; Police Court, Dec. 21, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 15, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, Aug. 16, 1907; Police Court, Sept. 4, 1907.	Convicted.....	Fined \$50.
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 29, 1907.	Pleaded guilty; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 29, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty.....	Fined \$20.
L. S. Arnold.....	Warrant, May 13, 1907; Police Court, May 31, 1907.	Convicted; fined in one case; sentence suspended in two cases.	Fined \$50.

II.60 NEW YORK STATE DEPARTMENT OF LABOR.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
Syracuse.....	Piquet Box Co., 2613 Lodi st. (Charles J. and Frank H. Piquet, owners, defendants).	Employing child under 16 years of age more than 9 hours per day (3 cases).
Syracuse.....	Woodhull, Goodale & Bull, N. Clinton and W. Willow sts. (Rudolph Herzog, foreman, defendant).	Employing child under 14 years of age.....
Utica.....	Simon Denovsky, 62 Genesee st.....	Employing child under 14 years of age.....
Utica.....	Isaac Denovsky, 18½ Washington st....	Employing child under 14 years of age.....
Utica.....	Boandiger, Kincaid & Wood, 28 Main st. (Frank Divio, foreman, defendant).	Employing child under 14 years of age.....
IV. WOMEN AND MINORS.		
Buffalo.....	Hausauer-Jones Printing Co., 253-7 Ellicott st. (Robert J. Hausauer, president, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	Jennie Gilligan, 497-505 Pearl st.....	Employing female after 9 p. m.....
New York City...	Gardiner Binding and Mailing Co., 214 William st. (Bernard J. O'Rourke, superintendent, defendant).	Employing female after 9 p. m.....
New York City...	Harlem Modern Steam Laundry, 545-9 E. 116th st. (William T. Davis, manager, defendant).	Employing minor under 18 years of age more than 60 hours per week (3 cases).
New York City...	Harlem Modern Steam Laundry, 545-9 E. 116th st. (William T. Davis, manager, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	Modern Steam Laundry, 108-14 E. 43d st. (Hanford Greenleaf, manager, defendant).	Employing female more than 60 hours per week (3 cases).
New York City....	Morgan Steam Laundry, 546 E. 133d st. (James A. Wendell, manager, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	National Steam Laundry, 550 W. 29th st. (Edward R. Hauptert, manager, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	Newhall Steam Laundry, 545-9 E. 116th st. (George H. Newhall, proprietor, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	Settles' Steam Laundry, 544 First ave. (Samuel and Philip Settles, owners, defendants).	Employing female more than 60 hours per week (3 cases).
New York City...	Samuel Spiegel, 1204 Third ave.....	Employing female more than 60 hours per week.
New York City...	Waldorf Steam Laundry, 546 W. 47th st. (Albert Sclarf, partner and foreman, defendant).	Employing female more than 60 hours per week.
New York City...	Waldorf Steam Laundry, 546 W. 47th st. (Albert Sclarf, partner and foreman, defendant).	Employing female more than 60 hours per week.
New York City...	Wendell & Evans Co., 114-24 W. Houston st. (Fred. E. Evans, partner, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	West Side Laundry, 509 W. 50th st. (Porter L. Howe, manager, defendant).	Employing female more than 60 hours per week (3 cases).

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.61

for Violation of the Factory Law*—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
L. S. Arnold.....	Warrant, May 13, 1907; Police Court, May 31, 1907.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 13, 1907; Police Court, Aug. 16, 1907.	Pleaded guilty.....	Fined \$20.
Joseph O'Rourke.....	Warrant, July 9, 1907; City Court, July 17, 1907.	Convicted.....	Fined \$35.
Joseph O'Rourke.....	Warrant, July 9, 1907; City Court, July 18, 1907.	Convicted.....	Fined \$35.
W. G. Lownsbery.....	Warrant, July 9, 1907; Police Court, July 19, 1907.	Pleaded guilty.....	Fined \$25.
H. L. Schnur.....	Warrant, Mar. 20, 1907; Police Court, Mar. 29, 1907.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 15, 1906; Special Sessions, Dec. 31, 1906.	Adjourned indefinitely.	
W. W. Walling.....	Summons, Mar. 15, 1906; Special Sessions, Aug. 3, 1906; Appellate Division of Supreme Court, Dec. 7, 1906.	Dismissed by Court of Special Sessions on grounds of unconstitutionality of statute (Aug. 3, 1906), affirmed by App. Div. of Supreme Court (Dec. 7, 1906).	
C. B. Ash.....	Warrant, June 27, 1906; Special Sessions, Oct. 26, 1906.	Convicted; fined in one case, sentence suspended in other two.	Fined \$20.
W. W. Walling.....	Warrant, Oct. 12, 1906; Special Sessions, Oct. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Oct. 5, 1906; Special Sessions, Oct. 30, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Oct. 9, 1906; Special Sessions, Oct. 30, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Oct. 11, 1906; Special Sessions, Nov. 7, 1906.	Pleaded guilty; fined in one case; sentence suspended in other two cases.	Fined \$20.
W. W. Walling.....	Warrant, Oct. 12, 1906; Special Sessions, Oct. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Oct. 11, 1906; Magistrate's Court, Dec. 20, 1906.	Dismissed.	
W. W. Walling.....	Warrant, Oct. 25, 1906; Special Sessions, Nov. 26, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, June 25, 1907; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, June 25, 1907; Magistrate's Court, June 26, 1907.	Withdrawn, magistrate refusing to consider more than one complaint under this part of the statute.	
W. W. Walling.....	Warrant, Oct. 1, 1906; Special Sessions, Nov. 16, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Oct. 5, 1906; Special Sessions, Oct. 30, 1906.	Convicted; sentence suspended.	

II.62 NEW YORK STATE DEPARTMENT OF LABOR.

Table III—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
New York City...	Williams Printing Co., 437 Eleventh ave. (David L. Williams, secretary, defendant).	Employing female after 9 p. m.....
New York City...	Yale Laundry Co., 116 E. 43d st. (William A. Turpin, manager, defendant).	Employing female more than 60 hours per week (3 cases).
New York City...	Samuel B. Young, 151-155 W. 30th st..	Employing female more than 60 hours per week (2 cases).
VI. WORKSHOPS IN TENEMENTS.		
New York City...	Louis Friedenreich, 103-5 Liberty ave., Brooklyn.	Giving out work to be done in unlicensed tenement.
New York City...	Louis Sterzer, E. New York ave. and Watkins st., Brooklyn.	Giving out work to be done in unlicensed tenement.
New York City...	Samuel Weinstein, 1895 Douglas st., Brooklyn.	Removing tagged goods from unlicensed tenement and removing tags.
VII. BAKERIES.		
New York City...	Salvatore Tusa, 195 Forsyth st.....	Permitting employees to sleep in store room.

* Includes cases pending at beginning of year as well as all cases begun during fiscal year 1907.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.63

for Violation of the Factory Law*—Concluded.

Inspector.	Court and Dates.	Result.	Penalty.
W. W. Walling.....	Summons, Mar. 14, 1906; Special Sessions, Aug. 3, 1906; Court of Appeals, June 14, 1907.	Dismissed by Court of Special Sessions on grounds that statute was unconstitutional (Aug. 3, 1906), which was affirmed by App. Div. of the Supreme Court (Dec. 7, 1906), and by Court of Appeals (June 14, 1907).	
W. W. Walling.....	Warrant, Oct. 5, 1906; Special Sessions, Oct. 30, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Sept. 21, 1906; Special Sessions, Dec. 31, 1906.	Pleaded guilty; sentence suspended.	
J. S. Altschul.....	Warrant, May 29, 1907; Special Sessions, Aug. 28, 1907.	Convicted.....	Fined \$20.
J. S. Altschul.....	Warrant, May 29, 1907; Special Sessions, Aug. 28, 1907.	Dismissed.	
J. S. Altschul.....	Warrant, June 29, 1907; Special Sessions, Aug. 28, 1907.	Pleaded guilty.....	Fined \$20.
T. J. Hammill.....	Warrant, Aug. 28, 1906; Special Sessions, Oct. 29, 1906.	Pleaded guilty.....	Fined \$35.

II.64 NEW YORK STATE DEPARTMENT OF LABOR.

TABLE IV.— COMPLAINTS ALLEGING VIOLATION OF THE LABOR LAW, AND DISPOSITION OF THE SAME.†

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints.
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	Thereof in New York City.	
I. ADMINISTRATION. (§§68, 76-78, 87, 89.)						
Failure to post law (§68).....	2			2	2	
II. SANITATION AND SAFETY. (§§62, 79-86, 88-91, 94.)						
1. Lack of light (§81):						
Insufficient light in halls or stairways (§§81, 94)....	20	6	1	27	27	2
Insufficient light in workrooms (§§81, 94).....	4	8	1	13	13	
2. Lack of ventilation, overcrowding, etc. (§§85-86, 94):						
Insufficient air space for day work.....	2	4		6	3	
Insufficient ventilation.....	8	10	2	20	15	1
3. Insufficient time for meals (§89):						
Allowance of less than one hour for noonday meal....	1			1	1	
4. Uncleanliness, lack of sanitary conveniences (§§84-88, 94):						
Unclean shop, hallway or yard (§§62, 94).....	*12	6		18	17	
Lack of sufficient or inside water closets (§§88, 94)...	18	13	1	32	29	
Lack of separate water closets for sexes (§§88, 94)...	28	7		35	33	
Water closets unclean, not disinfected or not flushed (§§88, 94).....	21	5	1	27	21	
Unscreened water closets (§§88, 94).....	1	1		2	1	
Water closets out of repair (§§88, 94).....	7	2		9	9	
Water closets insufficiently ventilated (§§88, 94)....	2	1		3	2	
Dressing rooms not provided for females (§88).....						
Failure to provide running or clean water in work- rooms (§62).....	6	1		7	6	
Leakage from defective pipes, tanks or roofs (§62)...	4	2		6	4	
Offensive odors (§62).....		2		2	2	
Other or unspecified unsanitary conditions.....	2	5	2	9	5	
5. Dangerous machinery, boilers, etc. (§§81, 91):						
Unguarded gearing (§81).....	1			1		
Lack of belt shifters, loose pulleys or safety clutch (§81).....	1	1		2	2	
Lack of, or imperfect, exhaust fans (§81).....	11	3		14	5	
Vibration from machinery (§81).....	1		1	2	2	
Defective boilers or engines (§81).....	2	3		5		
Other unguarded machinery (§81).....	4	3		7	2	
6. Unsafe elevators, hoistways, etc. (§79):						
Lack of guard rails at elevator or hoistway openings.....		1		1		
Unsafe elevator.....	3	1		4	4	
7. Insufficient fire protection (§§80, 82-3):						
Lack of, or inadequate, fire escapes (§82).....	*6	4	1	11	*9	
Obstructions to exits or fire escapes (§82).....	8	6		14	13	
Doors not unlocked during working hours (§80).....	9	3		12	12	
Lack of hand rail on stairs (§80).....	1			1		
8. Unsafe buildings (§§62, 90):						
Noncompliance with municipal ordinance (§62).....	*2	3		*5	4	
Defective shutters or skylights.....	1	1		2	2	
Defective ceiling, floor or stairs.....	5	1		6	6	
Total.....	191	103	10	304	249	
III. ILLEGAL EMPLOYMENT OF CHILDREN. (§§70-77, 79, 81.)						
Illegal employment of children (particulars not specified).....	1	8	2	11	11	
Employment of children under 14 (§70).....	12	17	2	31	19	
Employment of children under 16 without certifi- cates (§70).....	*37	41	3	*81	41	
Employment of children under 16 more than 9 hours a day (§77).....	10	4		14	13	
Total.....	60	70	7	137	84	

† Exclusive of complaints re hours on public work, concerning which see page 65 of current report of Commissioner of Labor. * Includes one complaint sustained in part. † Investigated in course of regular inspection no special reports made by inspectors.

IV.—Complaints Alleging Violation of the Labor Law, and Disposition of the Same†—
Concluded.

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints.†
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	Thereof in New York City.	
ILLEGAL EMPLOYMENT OF WOMEN AND MINORS (§§17, 77, 79, 81, 93.)						
Employment of women or minors more than 60 hours a week (§77).....	12	20	.....	32	21	34
Employment of women or minors at night (§77)....	2	1	1	4	2	4
Employment of women or minors at polishing or buffing (§77).....	3	1	.....	4	1	.....
Lack of seats for women (§17).....	.....	.....	.....	.....	.....	1
Total.....	17	22	1	40	24	39
VI. TENEMENT WORK (ART. VII).						
Work carried on without license (§100).....	16	8	2	26	26	12
Work carried on under unsanitary conditions (§100).	2	4	.....	6	6	4
Total.....	18	12	2	32	32	16
VII. BAKERIES (SPECIAL—ART. VIII).						
General violation of bakeshop law.....	*23	6	1	30	28	23
Water closet connected with bakeroom (§113).....	1	.....	.....	1	.....	.....
Defective drainage or plumbing (§111).....	13	5	.....	18	18	3
Beds and bedding in, or sleeping in, bakerooms (§113).....	1	3	.....	4	4	1
Defective ventilation, lack of pipe or hood (§111)...	6	4	3	13	12	4
Unclean bakeshop or confectionery establishment (§112).....	3	7	.....	10	10	4
Walls or ceilings not lime washed or out of repair (§112).....	5	2	.....	7	7	2
Ceilings less than eight feet high (§112).....	1	.....	.....	1	1	1
Defective flooring (§112).....	.....	6	.....	6	6	.....
Total.....	53	33	4	90	86	38
VIII. MINES AND QUARRIES (ART. IX).....	.....	1	.....	1	.....	.....
MISCELLANEOUS						
Failure to pay wages weekly (§10).....	3	2	.....	5	.....	1
General violation of factory law (including com- plaints without particulars).....	5	2	1	8	7	18
Conditions not within Department's jurisdiction...	.....	.....	.....	24	23	19
Total.....	8	4	1	37	30	38
Grand total.....	†349	245	25	†643	\$507	†355

* Includes one complaint sustained in part. † Includes five complaints sustained in part. § Includes 23
complaints outside jurisdiction of the Department. ‡ Includes 24 complaints outside jurisdiction of the Depart-
ment. The number of separate communications was 538, as 86 covered more than one subject: thus, 71 covered
subjects; 11, three subjects; 4, four subjects. ¶ The number of separate communications was 305, as 29
covered more than one subject: thus, 29 covered two subjects; 9, three subjects; 1, four subjects.

TABLE V.—NUMBER, AGE AND SEX OF PERSONS REPORTED INJURED

CAUSE.	ALL ACCI					
	Under 16 years.		16-18 years.		18 years and upward.	
	M.	F.	M.	F.	M.	F.
[n. e. s.=Not elsewhere specified.]						
MECHANICAL POWER.						
Transmission of power:						
Motors (engines, dynamos, fly-wheels).....			4		166	1
Air fans, steam pumps, etc.....					28	
Gearing.....	4	1	34	6	342	32
Set screws.....	1		4		53	6
Shafting.....	2		4		81	6
Belts and pulleys.....	7		31	5	374	10
Conveying and hoisting machinery:						
Elevators and lifts.....	15	2	46	2	257	8
Cranes (steam, electric, portable, etc.).....			3		150	
Hoisting and conveying apparatus, n. e. s.....	3		18	6	1,090	3
Locomotives and trains.....			8		242	
Wood working machines:						
Saws.....	8		48		691	1
Planers.....			9		128	
Jointers.....			4		128	
Shapers.....	1		1		62	
Lathes.....			1		15	
Heading machines.....					2	
Other wood working machines.....	1		18		122	2
Paper and printing machinery:						
Barkers.....			4		38	
Calendars and other paper making machines.....			21	1	256	6
Paper cutting, stitching and staying machines.....	1	4	39	18	112	59
Printing presses.....	7		32	5	80	13
Textile machinery:						
Picking machines.....			2		30	4
Carding machines.....	2		9	3	55	4
Spinning machines.....	1		7	7	21	23
Looms.....	2		3	3	34	54
Formers, knitting machines and other textile machinery.....	8	3	15	11	114	47
Sewing machines, etc.....	1		5	10	26	28
Laundry machines.....	2		1	5	17	11
Leather working machinery.....			10		82	13
Metal working machinery:						
Stamping machines.....	12	2	112	37	550	99
Drilling and milling machines.....	2		46	3	376	5
Screw machines.....			8		46	
Lathes.....	1		15		139	
Drop and steam hammers.....	1		3		148	2
Shears.....	1		9	1	106	
Rollers.....			2		149	
Others.....	2	1	44	10	454	19
Polishing machines:						
Contact with grindstones, emery wheels, etc.....	4		15		159	
Struck by fragments of polishing wheels.....	1		13		141	
Others.....	1		9		95	1
Machines used in bakeries, confectionery establishments, etc.....	1		5	2	39	3
Machines, n. e. s.....	26		37	10	364	26
Total.....	98	13	699	145	7,562	486

Including tunnel construction after June 3, 1907.
 * Includes one age not stated.
 † Includes two age not stated.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.67

IN FACTORIES AND QUARRIES,¹ YEAR ENDED SEPTEMBER 30, 1907.

DENTS.					PERMANENTLY DISABLED.					
Age not reported.		All ages.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years +.	M.	F.	Total.
.....	170	1	171	.....	1	24	25	.....	25
.....	28	.....	28	.....	.....	8	8	.....	8
1	381	39	420	1	20	120	130	11	141
.....	58	6	64	.....	.....	4	4	.....	4
1	88	6	94	1	1	7	9	.....	9
.....	412	15	427	2	6	39	43	4	47
3	321	12	333	2	.....	27	28	3	†31
.....	153	.....	153	.....	.....	24	24	.....	24
3	1,114	9	1,123	.....	1	144	144	2	*146
1	251	.....	251	.....	1	40	41	.....	41
5	752	1	753	3	16	244	266	.....	†266
.....	137	.....	137	.....	2	67	69	.....	69
1	133	.....	133	.....	3	88	92	.....	*92
.....	64	.....	64	1	1	25	27	.....	27
.....	16	.....	16	.....	.....	5	5	.....	5
.....	2	.....	2	.....	.....	.....	.....	.....	.....
1	142	2	144	1	6	34	39	2	41
.....	42	.....	42	.....	2	17	19	.....	19
1	278	7	285	.....	5	42	47	.....	47
1	153	81	234	.....	14	54	49	19	68
1	3	120	21	141	3	6	22	27	5	*32
.....	32	4	36	.....	.....	8	8	.....	8
1	67	7	74	.....	5	18	20	3	23
1	30	30	60	1	2	7	6	4	10
.....	39	57	96	1	3	5	5	4	9
2	139	61	200	5	4	33	33	10	*43
.....	1	33	38	71	.....	1	5	5	1	6
.....	20	16	36	.....	1	6	3	4	7
.....	92	13	105	.....	1	31	28	4	32
3	1	677	139	816	9	78	316	352	53	†405
1	425	8	433	.....	10	65	73	2	75
.....	54	.....	54	.....	2	6	8	.....	8
1	156	.....	156	.....	4	24	29	.....	*29
2	154	2	156	.....	.....	37	36	1	37
.....	116	1	117	.....	5	36	41	.....	41
.....	151	.....	151	.....	1	15	16	.....	16
1	501	30	531	.....	22	89	108	4	*112
1	179	.....	179	.....	5	28	33	.....	33
1	156	.....	156	.....	1	10	12	.....	*12
1	106	1	107	.....	.....	12	12	.....	12
1	1	46	6	52	1	3	14	19	.....	*19
2	a409	36	a445	1	9	74	81	4	*85
37	6	a8,397	649	a9,046	32	242	1,874	2,024	140	††2,164

† Includes three age not stated.
†† Includes sixteen age not stated.
a Includes one not an employee.

Table V.—Number, Age and Sex of Persons Repor

CAUSE. [n. e. s.=Not elsewhere specified.]	ALL ACCI					
	Under 16 years.		16-18 years.		18 years and upward.	
	M.	F.	M.	F.	M.	F.
HEAT AND ELECTRICITY.						
Explosives (powder, dynamite, etc.).....			2	2	59	1
Explosion of gases.....				1	82	3
Explosion of boilers and steam pipes.....			2	1	58	
Other injuries from steam and hot liquid			2	1	216	1
Caustics.....	1		1		109	1
Explosion of molten metal.....			2		50	
Other accidents from molten metal.....	1		7		343	1
ats, pans, etc. (containing hot liquids or caustics).....			1		48	
Electricity.....			3	1	226	1
Fire and heat, n. e. s.....	3		12	1	326	6
Total.....	5		32	7	1,517	14
FALL OF PERSON.						
Fall from ladder, scaffold, platform, etc.....			9		274	2
Fall from machinery, trucks, engines, etc.....			7		212	
Fall caused by collapse of support.....			6		209	1
Fall through opening in floor.....			2		106	1
Fall in hoistway, shaft, etc.....	1		6		44	
Fall on stairs, steps, etc.....	1	1	4	2	66	11
Fall on level by slipping.....			9	3	84	14
Fall on level by tripping.....	2		3	2	100	8
All others.....	3		15	1	311	7
Total.....	7	1	61	8	1,406	44
INJURED BY WEIGHTS.						
Falling rock and earth (quarrying, excavating, etc.).....			2		178	
Falling pile of material (lumber, coal, cement, etc.).....	1		2		228	
Falling walls, doors and other objects.....	3		13	2	923	6
Tools or weights dropped by person injured.....			3		249	
Falling objects dropped by other persons.....	1		4		71	
Heavy materials or parts on which injured persons were at work.....	1		6		332	
Machinery being moved.....			4		180	
Fall of material from trucks in transit.....			1		161	
Handling of castings, flasks, etc.....			13		577	
Handling of stone, ore, etc.....			3		128	
Handling of lumber, paper and other materials.....			9	1	256	2
Loading or unloading.....			8		578	
Cause insufficiently described for classification.....			5		152	1
Total.....	6		73	3	4,013	9
FLYING OBJECTS.						
Struck in eye by piece of metal, glass, etc.....	2		9		507	4
Other.....			2		212	5
Total.....	2		11		719	9
VEHICLES AND ACCIDENTS CAUSED BY ANIMALS.....						
	2	1	11	1	405	2
MISCELLANEOUS.						
Hand tools (hammers, knives, wrenches, files, etc.).....	2		28	2	496	11
Tools in hands of fellow workmen.....			3		159	
Injured while fitting and assembling, n. e. s.....	1		7	1	217	1
Hand caught on nail, wire, sharp projection, etc.....	1		14	5	336	4
Hand cut on glass.....	1		5	1	37	6
Injured by stepping on nail, sliver, etc.....	1		12	3	248	12
Inhalation of poisonous gases.....					26	
All other causes.....	3		15	2	310	6
Total.....	9		84	14	1,829	40
GRAND TOTAL.....	129	15	971	178	17,451	604

¹Including tunnel construction after June 3, 1907. * Includes one age not stated. aIncludes one no

ted Injured in Factories and Quarries¹—Concluded.

DENTS.					PERMANENTLY DISABLED.					
Age not reported.		All ages.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years +.	M.	F.	Total.
2		63	3	66			14	14		14
		82	4	86			3	2	1	3
		60	1	61			2	2		2
		218	2	220			2	2		2
		111	1	112			1	1		1
1		53		53			4	4		4
1		352	1	353			3	3		3
		49		49						
		229	2	231			6	6		6
1		342	7	349			5	5		5
5		1,559	21	1,580			40	39	1	40
		283	2	285			19	19		19
1		220		220			13	13		13
1		217		217			8	8		8
		108	1	109			4	4		4
3		54		54			6	6		6
		71	14	85		1	1	2		2
		93	17	110			3	3		3
1		106	10	116			9	7	2	9
2		331	8	339		2	18	20		20
8		1,483	52	1,535		3	81	82	2	84
		180		180		1	13	14		14
		231		231			8	8		8
5		944	8	952			48	47	1	48
1		253		253			4	4		4
		76		76			2	2		2
1		340		340		1	23	25		*25
		184		184			22	22		22
		162		162			15	15		15
1		591		591			51	52		*52
1		132		132		1	12	14		*14
		265	3	268		1	16	15	2	17
1		587		587		2	36	39		*39
		157	1	158			19	19		19
10		4,102	12	4,114		6	269	276	3	§279
1		519	4	523	1		58	58	1	59
		214	5	219			5	5		5
1		733	9	742	1		63	63	1	64
1		419	4	423			21	21		21
3		529	13	542		1	18	19		19
1		163		163			18	18		18
1		226	2	228	1		14	15		15
		351	9	360			8	8		8
		43	7	50		1	1	1	1	2
2		263	15	278						
1		27		27						
7		335	8	343			19	19		19
15		1,937	54	1,991	1	2	78	80	1	81
77	6	18,630	801	19,431	34	253	2,426	2,585	148	‡12,733

an employee. § Includes four age not stated. ‡‡ Includes twenty age not stated.

TABLE VI.—NATURE AND EXTENT OF INJURIES SUSTAINED FROM ACCI

CAUSE.	TEMPORARY					
	Lacerations.	Burns.	Cuts.	Bruises.	Sprains.	Fractures.
[n. e. s. =not elsewhere specified.]						
MECHANICAL POWER.						
Transmission of power:						
Motors (engines, dynamos, fly-wheels).....	40	4	25	22	2	9
Air fans, steam pumps, etc.....	2		7	3		3
Gearing.....	131		34	27		1
Set screws.....	16		8	9	4	1
Shafting.....	11		3	12	1	
Belts and pulleys.....	65	7	70	43	18	31
Conveying and hoisting machinery:						
Elevators and lifts.....	37		14	79	10	20
Cranes (steam, electric, portable, etc.).....	16	1	7	37	6	8
Hoisting and conveying apparatus, n. e. s.....	193	10	75	272	30	48
Locomotives and trains.....	16	2	5	41	2	15
Wood working machines:						
Saws.....	211	1	94	20	1	7
Planers.....	18		22	7		2
Jointers.....	9		18	1		
Shapers.....	14		14			
Lathes.....	2			2		
Heading machines.....				1		
Other wood working machines.....	34	1	29	4	2	
Paper and printing machinery:						
Barkers.....	1		10	1		
Calendars and other paper making machines.....	58	13	22	42	5	3
Paper cutting, stitching and staying machines.....	60		24	26	3	2
Printing presses.....	37		10	23		6
Textile machinery:						
Picking machines.....	13		2	2		3
Carding machines.....	20		20	2		
Spinning machines.....	12	1	6	8	2	1
Looms.....	18		28	19	1	2
Formers, knitting machines and other textile machinery.....	50	1	24	25	1	7
Sewing machines, etc.....	12		24	4		
Laundry machines.....	7	6	1	5	1	1
Leather working machinery.....	11		25	9	1	3
Metal working machinery:						
Stamping machines.....	98		56	43		7
Drilling and milling machines.....	81		98	43	8	11
Screw machines.....	8		18	3		1
Lathes.....	32		44	18		6
Drop and steam hammers.....	17		19	24	4	4
Shears.....	21		13	15	1	3
Rollers.....	32	18	8	24	4	6
Others.....	111	2	85	64	13	10
Polishing machines:						
Contact with grindstones, emery wheels, etc.....	49	4	32	5		1
Struck by fragments of polishing wheels.....	12		20	11		1
Other.....	30		24	11	1	3
Machines used in bakeries, confectionery establishments, etc.....	8		5	4		1
Machines, n. e. s.....	76	3	82	57	5	15
Total.....	1,689	74	1,125	1,068	126	243
HEAT AND ELECTRICITY.						
Explosives (powder, dynamite, etc.).....	2	6	2	6		
Explosion of gases.....	1	64	2			
Explosion of boilers and steam pipes.....	1	28	5	1	1	1
Other injuries from steam and hot liquids.....		195				
Caustics.....		92		1		
Explosion of molten metal.....	1	39	1	1		
Other accidents from molten metal.....		294				
Vats, pans, etc. (containing hot liquids or caustics).....		38				
Electricity.....	1	156	1		1	
Fire and heat, n. e. s.....		299	1	1		
Total.....	6	1,211	12	10	2	

¹ Including tunnel construction after June 3, 1907.^a Includes one not an employee.

DENTS IN FACTORIES AND QUARRIES,¹ YEAR ENDED SEPTEMBER 30, 1907.

DISABLEMENT.			Serious injuries probably permanent.	PERMANENT DISABLEMENT.								Grand total.		
Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH—				Inter-nally.	All others.	Total.	Death.			
				Limbs.	Hands or feet.	Fingers.	Eyes.							
17	6	125	17	1	.....	19	.....	3	2	25	4	171
3	.....	18	2	.....	.....	8	.....	.....	.....	8	.....	28
13	4	211	64	4	5	120	.....	.....	12	141	4	420
13	.....	51	7	.....	.....	3	.....	1	.....	4	2	64
31	6	64	10	2	.....	1	.....	.....	6	9	11	94
79	5	318	42	5	1	20	1	2	18	47	20	427		
67	3	230	38	.....	2	5	.....	8	16	31	34	333
8	4	87	36	1	4	7	.....	4	8	24	6	153	
147	13	788	165	3	2	90	.....	13	38	146	24	1,123	
46	3	130	48	8	7	14	.....	7	5	41	32	251	
19	16	369	106	1	5	218	3	12	27	266	12	753		
3	2	54	14	3	1	64	.....	.....	1	69	.....	137
1	2	31	10	.....	3	87	.....	.....	2	92	.....	133
3	.....	31	5	.....	.....	26	.....	.....	1	27	1	64
.....	.....	4	7	.....	1	3	.....	.....	1	5	.....	16
.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	2
9	3	82	21	.....	.....	35	1	2	3	41	.....	144
2	.....	14	9	.....	.....	16	.....	.....	3	19	.....	42
28	8	179	55	1	2	30	.....	.....	14	47	4	285
2	6	123	41	.....	2	60	.....	1	5	68	2	234
11	4	91	18	1	2	21	.....	.....	8	32	.....	141
1	1	22	5	1	1	6	.....	.....	.....	8	1	36
5	.....	47	3	3	2	13	.....	.....	5	23	1	74
10	2	42	8	.....	.....	8	.....	.....	2	10	.....	60
9	2	79	8	1	.....	5	.....	.....	3	9	.....	96
8	12	128	29	2	3	32	.....	3	3	43	.....	200
.....	23	63	2	.....	.....	4	.....	.....	2	6	.....	71
4	.....	25	4	2	1	3	.....	.....	1	7	.....	36
3	9	61	12	1	2	23	.....	.....	6	32	.....	105
9	9	222	188	.....	2	389	.....	.....	14	405	1	816
25	20	286	71	.....	.....	63	.....	4	8	75	1	433
3	3	36	9	.....	.....	8	.....	.....	.....	8	1	54
5	5	110	16	.....	.....	21	2	1	5	29	1	156
5	3	76	43	.....	.....	33	.....	1	3	37	.....	156
3	2	58	18	.....	.....	36	.....	.....	5	41	.....	117
22	2	116	18	2	.....	9	.....	.....	5	16	1	151
28	20	333	86	1	2	93	3	1	12	112	.....	531	
4	17	112	34	.....	.....	28	.....	.....	5	33	.....	179
13	64	121	20	.....	.....	3	4	.....	5	12	3	156
5	6	80	15	.....	.....	8	.....	1	3	12	.....	107
2	1	21	9	1	1	13	.....	.....	4	19	3	52
a41	16	a295	63	1	2	63	.....	4	15	85	2	a445	
a707	302	a5,334	1,377	45	53	1,708	14	68	276	2,164	171	a9,046		
14	.....	30	9	2	1	.....	7	.....	4	14	13	66
5	.....	72	3	.....	.....	.....	1	.....	2	3	8	86
6	1	45	3	.....	.....	.....	.....	1	1	2	11	61
7	.....	202	13	1	.....	.....	.....	.....	1	2	3	220
3	2	98	13	.....	.....	.....	1	.....	.....	1	.....	112
1	.....	43	5	.....	.....	.....	3	.....	1	4	1	53
10	.....	304	45	.....	.....	.....	1	.....	2	3	1	353
.....	.....	38	3	.....	.....	.....	.....	.....	.....	.....	8	49
28	18	205	2	.....	.....	1	1	1	3	6	18	231
17	2	320	16	.....	.....	.....	1	1	3	5	8	349
91	23	1,357	112	3	1	1	15	3	17	40	71	1,580		

Table VI.—Nature and Extent of Injuries Sustained from

CAUSE. [n. e. s. =not elsewhere specified.]	TEMPORARY					
	Lacera- tions.	Burns.	Cuts.	Bruises.	Sprains.	Fractures
FALL OF PERSON.						
Fall from ladder, scaffold, platform, etc.....	15	.....	11	47	51	23
Fall from machinery, trucks, engines, etc.....	6	.....	11	47	44	28
Fall caused by collapse of support.....	11	4	10	40	34	21
Fall through opening in floor.....	2	3	4	22	19	11
Fall in hoistway, shaft, etc.....	1	.....	1	6	2	5
Fall on stairs, steps, etc.....	2	.....	6	18	18	12
Fall on level by slipping.....	8	.....	21	16	29	14
Fall on level by tripping.....	10	1	15	19	26	11
All others.....	51	2	40	50	54	24
Total.....	106	10	119	165	277	149
INJURED BY WEIGHTS.						
Falling rock and earth (quarrying, excavating, etc.).....	21	.....	13	56	2	15
Falling pile of material (lumber, coal, cement, etc.).....	32	.....	16	83	5	17
Falling walls, doors and other objects.....	203	3	109	359	8	44
Tools or weights dropped by person injured.....	70	2	21	116	4	10
Falling objects dropped by other persons.....	20	.....	15	28	.....	3
Heavy materials or parts on which injured persons were at work.....	76	2	25	120	14	12
Machinery being moved.....	41	.....	20	54	6	7
Fall of material from trucks in transit.....	30	.....	7	67	6	4
Handling of castings, flasks, etc.....	137	1	38	181	47	37
Handling of stone, ore, etc.....	24	1	14	37	9	12
Handling of lumber, paper and other materials.....	52	.....	20	82	27	19
Loading or unloading.....	134	2	37	227	36	28
Cause insufficiently described for classification.....	33	.....	7	43	15	4
Total.....	873	11	342	1,453	179	212
FLYING OBJECTS.						
Struck in eye by piece of metal, glass, etc.....	11	28	56	17	.....	.....
Other.....	55	4	92	23	.....	3
Total.....	66	32	148	40	.....	3
VEHICLES AND ACCIDENTS CAUSED BY ANIMALS.....						
	86	.....	16	153	20	25
MISCELLANEOUS.						
Hand tools (hammers, knives, wrenches, files, etc.).....	125	2	212	109	6	8
Tools in hands of fellow workmen.....	47	1	31	38	.....	5
Injured while fitting and assembling, n. e. s.....	42	4	51	56	13	7
Hand caught on nail, wire, sharp projection, etc.....	97	.....	134	14	.....	1
Hand cut on glass.....	5	.....	40	.....	.....	.....
Injured by stepping on nail, sliver, etc.....	106	.....	38	3	7	.....
Inhalation of poisonous gases.....	.....	.....	.....	.....	1	.....
All other causes.....	35	2	42	43	65	10
Total.....	457	9	548	263	92	31
GRAND TOTAL.....	3,283	1,347	2,310	3,252	696	665

a Includes one not an employee.
* Includes one nature of injury not reported.
† Includes three nature of injuries not reported.

Accidents in Factories and Quarries — Concluded.

DISABLEMENT.			Serious injuries probably per- manent.	PERMANENT DISABLEMENT.								Grand total.
Plural injuries.	Other.	Total.		LOSS OF ONE OR BOTH—				Inter- nally.	All others.	Total.	Death.	
				Limbs.	Hands or feet.	Fin- gers.	Eyes.					
87	9	243	11	2	.....	.....	.....	11	6	19	12	285
46	12	194	9	.....	.....	.....	.....	5	8	13	4	220
67	10	197	9	1	.....	.....	.....	3	4	8	3	217
34	4	99	4	.....	.....	.....	.....	.....	4	4	2	109
20	.....	35	3	.....	.....	1	.....	1	4	6	10	54
23	1	80	1	.....	.....	1	.....	.....	1	2	2	85
8	8	104	3	.....	.....	.....	.....	.....	3	3	.....	110
14	7	103	4	.....	.....	1	.....	3	5	9	.....	116
57	23	301	16	.....	.....	3	3	10	4	20	2	339
356	74	1,356	60	3	.....	6	3	33	39	84	35	1,535
30	3	140	13	.....	.....	6	.....	4	4	14	13	180
40	9	202	16	.....	1	4	.....	1	2	8	5	231
89	20	835	58	2	1	17	1	6	21	48	10	*952
9	8	240	8	.....	.....	1	.....	.....	3	4	1	253
4	2	72	1	.....	.....	2	.....	.....	.....	2	1	76
22	15	286	29	.....	.....	15	.....	3	7	25	.....	340
15	4	147	12	.....	.....	12	.....	7	3	22	3	184
14	5	133	12	.....	.....	8	.....	1	6	15	2	162
37	13	491	47	1	.....	27	.....	12	12	52	1	591
4	1	102	13	.....	.....	7	.....	3	4	14	3	132
20	15	235	15	.....	.....	7	.....	5	5	17	.....	*268
43	15	522	21	.....	.....	24	.....	7	8	39	4	*587
16	3	121	14	.....	2	12	.....	3	2	19	4	158
343	113	3,526	259	3	4	142	1	52	77	279	47	†4,114
8	230	350	114	.....	.....	.....	54	.....	5	59	.....	523
5	26	208	5	.....	.....	2	.....	.....	3	5	1	219
13	256	558	119	.....	.....	2	54	.....	8	64	1	742
56	11	367	30	.....	.....	9	.....	5	7	21	5	423
19	23	504	19	.....	.....	12	2	.....	5	19	.....	542
13	4	139	6	.....	.....	6	.....	6	6	18	.....	163
11	10	194	19	.....	.....	12	.....	.....	3	15	.....	228
25	60	331	21	.....	.....	5	.....	.....	3	8	.....	360
.....	.....	45	3	.....	.....	1	.....	.....	1	2	.....	50
2	117	273	5	.....	.....	.....	.....	.....	.....	.....	.....	278
5	17	23	.....	.....	.....	.....	.....	.....	.....	.....	4	27
38	56	291	23	.....	.....	5	1	7	6	19	10	343
113	287	1,800	96	.....	.....	41	3	13	24	81	14	1,991
1,679	1,066	14,298	2,053	54	58	1,909	90	174	448	2,733	344	†19,431

TABLE VII—PARTICULARS OF FATAL ACCIDENTS

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
I. MINERAL PRODUCTS.			
1. Stone.			
Brakeman—crushed stone plant.....	25	Male.....	Single.....
Laborer—marble works.....	56	Male.....	Married.....
Poleman on car—marble works (quarry and yard).....	18	Male.....	Single.....
Laborer—marble works.....	40	Male.....	Married.....
Stone sawyer—marble works.....	43	Male.....	Married.....
Laborer—quarry.....	19	Male.....	Single.....
Stone cutter—stone yard.....	25	Male.....	Single.....
Drill runner—stone quarry.....	38	Male.....	Married.....
Drill runner's helper—stone quarry.....	27	Male.....	Married.....
Laborer—trap rock quarry.....	23	Male.....	Single.....
2. Iron and other mines.			
Sealer—iron mine.....	20	Male.....	Single.....
Miner—iron mine.....	26	Male.....	Married.....
Laborer—iron mine.....	34	Male.....	Single.....
Car trimmer—iron mine.....	50	Male.....	Married.....
Laborer—iron mine.....	25	Male.....	Single.....
Laborer—iron mine.....	26	Male.....	Single.....
Machine runner—iron mine.....	25	Male.....	.....
Miner—iron mine.....	34	Male.....	Single.....
Mucker—iron mine.....	45	Male.....	Single.....
Water boy—iron mine.....	16	Male.....	Single.....
Drill operator—iron mine.....	.....	Male.....	Married.....
Drill operator—iron mine.....	40	Male.....	Single.....
Drill operator's helper—iron mine.....	19	Male.....	Single.....
Drill operator's helper—iron mine.....	.....	Male.....	.....
Laborer—iron mine.....	46	Male.....	Married.....
Trammer—iron mine.....	43	Male.....	Married.....
Trammer—iron mine.....	31	Male.....	Married.....
Trammer—iron mine.....	22	Male.....	Single.....
Trammer—iron mine.....	34	Male.....	Married.....
Trammer—iron mine.....	20	Male.....	Single.....
Foreman—garnet mine.....	42	Male.....	Married.....
Miner—hemitite mine.....	23	Male.....	Single.....
Machine operator's helper—pyrites mine.....	ca 28	Male.....	.....
Machine operator's helper—pyrites mine.....	21	Male.....	Single.....
Blaster—salt mine.....	47	Male.....	Married.....
Driller—salt mine.....	20	Male.....	Married.....
Driller—salt mine.....	26	Male.....	Single.....
Laborer—salt mine.....	17	Male.....	Single.....
Laborer—salt mine.....	36	Male.....	Married.....
Laborer—salt mine.....	47	Male.....	Married.....
Trackman—salt mine.....	29	Male.....	Married.....
3. Cement and lime.			
Laborer—cement plant.....	30	Male.....	Married.....
Laborer—cement plant.....	38	Male.....	Married.....
Laborer—cement plant.....	56	Male.....	Married.....
Blaster—limestone quarry.....	44	Male.....	Married.....

REPORTED OCTOBER 1, 1906-SEPTEMBER 30, 1907.

Particulars.

Deceased had just dumped two cars; before he could get out of way loaded car coming down grade crushed him between it and two empty cars; "severe contusion of side of abdomen and hip, causing death."
While handling marble slabs, he lost control of marble, which fell against him, severely lacerating head with fatal result.

Lost control of car on grade and was either thrown out or jumped; found unconscious with injuries about head; death resulted.

While handling marble, he lost control of it; leg broken; death occurred three days later at hospital.

Struck on head by shafting of engine, rendered unconscious; death ensued four days later.

Fell from box used to hoist rubbish from quarry and fatally injured; death occurring within few hours.

Hand caught in belt; deceased being whirled around shaft; bones broken and injured internally; death resulted in ambulance while being taken to hospital.

Machine, being improperly set, fell upon him; leg crushed and injured internally, fatal in few minutes.

Instantly killed by rock falling from ledge.

Struck by large rock falling from roof of quarry; skull fractured; death resulted within an hour.

Instantly killed.

Instantly killed by falling rock.

Deceased was riding on chain between two skip cars; crushed between the cars; death ensued while on way to hospital.

Run over by car; death probably instantaneous.

"Car used to hoist coal broke loose from coupling and crushed deceased against wall; contusion of scalp and probable fracture; death resulted."

Fell into ore bin (25 feet); fracture of skull with cerebral hemorrhage; death ensued following day.

Drilled in hole which had been previously charged though not exploded; explosion resulted; "peritoneal cavity opened up on left side; died presumably of shock."

Train ran over leg, crushing flesh and bone; death followed from shock.

Fell down shaft of mine; skull fractured and neck broken; killed almost instantly.

Fell from car, "fracturing all bones of skull; killed."

Premature explosion of dynamite, which he was using, caused instant death.

Fell from ledge to bottom of mine (about 30 feet); scalp and face cut and skull fractured with fatal result.

Ascending from mine in skip; head struck against obstruction, causing fracture of skull and neck.

When passing platform in skip "he was pulled from car and fell about 100 feet; fracture of neck, back and leg; fatal."

Fell down shaft; "back, neck, arms and legs broken."

Deceased was trimming car when it suddenly started; "dragged about 50 feet, when skip ran over him, killing him instantly; fracture of neck, arm, hand and several cuts."

Deceased was struck by descending skip; skull fractured; killed almost instantly.

Skull fractured by chunk of ore falling from roof of mine; injuries caused death.

Leaned over platform while waiting for skip; crushed between skip and brace which is between tracks at this point, causing death.

Struck by chunk of earth and rock which rolled from bluff; back contused and lacerated, also injured internally; death resulted almost immediately.

Inserted bar in hole charged with dynamite, which exploded; bar blown through neck, face, arms and body cut and lacerated; instant death.

Caught in slide of earth; neck broken, causing death.

Crushed beneath falling wall of mine; instantly killed.

Powder explosion; wounds on chest and arms, also burns; death resulted later.

"Death due to premature explosion, apparently due to carelessly handling electric wires."

"Death due to premature explosion, apparently due to carelessly handling electric wires."

While breaking lumps of salt with pick, is supposed to have struck chunk containing dynamite; skull fractured; fatal.

"Cage suddenly started, catching and crushing deceased between car and platform; body fell to bottom of mine; fatal."

Crushed between cars so as to cause death.

Caught between cars and fatally injured.

Killed by explosion of dynamite.

Caught on shafting and probably almost instantly killed; body found on shafting.

Explosion in chamber of coal dryer, doors blown open, also section of brick blown out; deceased badly burned above waist; injuries terminated in death two weeks later.

While removing lighted lamp from socket, received electric shock; death resulted within few minutes.

Struck by rock said to weigh about two tons, which fell from roof of quarry; killed almost instantly.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
I. MINERAL PRODUCTS—Concluded.			
3. Cement and lime—Concluded.			
Browman—limestone quarry.....	17	Male.....	Single.....
Brakeman—limestone quarry.....	19	Male.....	Single.....
Brakeman—limestone quarry.....	17	Male.....	Single.....
Carpenter—limestone quarry.....	61	Male.....	Married.....
4. Gypsum and plaster.			
Laborer—gypsum mine.....	24	Male.....	Married.....
Miner—gypsum mine.....	28	Male.....	Married.....
Miner—gypsum mine.....	24	Male.....	Single.....
Miner—gypsum mine.....	22	Male.....	Single.....
Laborer—plaster plant.....	40	Male.....	Married.....
5. Other mineral products.			
Tank man—asphalt plant.....	ca 38	Male.....	Married.....
Timekeeper—asphalt plant.....	24	Male.....	Single.....
Brickmaker—brick yard.....	40	Male.....	Married.....
Craneman, steam shovel—brick yard.....	18	Male.....	Married.....
Foreman—brick yard.....	50	Male.....	.....
Laborer—brick yard.....	40	Male.....	Married.....
Laborer—brick yard.....	26	Male.....	Single.....
Laborer—brick yard.....	23	Male.....	Single.....
Kettleman—brick yard.....	ca 20	Male.....	Single.....
Kettleman—brick yard.....	18	Male.....	Single.....
Not employed in plant—brick yard.....	35	Male.....	.....
Employee—carborundum plant.....	45	Male.....	Married.....
Laborer—sand plant.....	30	Male.....	Married.....
II. METALS, MACHINERY AND CONVEYANCES.			
1. Metals other than iron and steel.			
Carpenter—aluminum plant.....	44	Male.....	.....
Carpenter—aluminum plant.....	50	Male.....	Single.....
Laborer—aluminum plant.....	45	Male.....	Married.....
Laborer—copper refining plant.....	42	Male.....	Married.....
2. Blast furnaces, rolling mills and steel works.			
Assistant yardmaster.....	23	Male.....	Single.....
Boiler maker.....	45	Male.....	Married.....
Conductor on train pulling slag kettles.....	38	Male.....	Married.....
Electrician.....	19	Male.....	Single.....
Electrician.....	30	Male.....	Single.....
Engineer.....	51	Male.....	Single.....
Engineer.....	29	Male.....	Single.....
Foreman.....	35	Male.....	Single.....
Gas maker.....	30	Male.....	Single.....
Gas maker.....	37	Male.....	Married.....
Guide setter.....	35	Male.....	Married.....
Helper.....	26	Male.....	Married.....
Helper.....	22	Male.....	Married.....
Hooper-on.....	26	Male.....	Single.....
Iron breaker.....	40	Male.....	Married.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.77

ed October 1, 1906-September 30, 1907-Continued.

Particulars.

Car of stone was being hoisted from mine, deceased was caught between machinery and timbers and crushed to death.

Fell from engine and run over by four cars attached to same; arm and leg broken, also internal injuries; died at hospital.

While coupling cars, was caught and injured about hips and abdomen; internal injuries; death resulted same day.

Fell about 11 feet striking on side against timber; three ribs crushed, one supposed to have penetrated heart, killing him instantly.

Struck on head by large falling rock and instantly killed.

Rock fell from roof of mine killing him instantly.

Rock fell from roof of mine killing him instantly.

Instantly killed by premature explosion of dynamite.

Deceased was assisting in unloading vessel, when empty tub which was being lowered caught in hatch combing and, unhooked, fell to bottom of boat striking deceased and causing bruises on arms and hips, also internal injuries; injuries caused death following day.

Fell in tank of hot asphalt; died almost immediately.

Fell from tramway to floor (about 30 feet); skull fractured, causing hemorrhage of brain with fatal result.

Caught in slide of clay; killed

"Caught in rope on sand screen and sustained internal injuries; died at hospital."

Bucket attached by chain to hoist became unhooked and fell upon deceased; skull fractured; death resulted following day.

"Found dead in kiln shed; supposed to have fallen from top of kiln."

Lump of clay fell from pile and crushed deceased beneath it; arm, leg and collar bone broken skull fractured and injured internally; fatal result.

Deceased was struck by board blown from shed and fatally injured; lived about one hour after being injured.

Instantly killed by explosion of steam drying kettle.

Instantly killed by explosion of steam drying kettle; blown to atoms

Instantly killed by explosion of steam drying kettle.

Instantly killed by bursting emery wheel, being struck by fragments of wheel.

"Foot struck by car wheel; wound not properly dressed; death resulted from blood poisoning."

Struck by traveling crane and fatally injured, death occurring soon after reaching hospital, same day.

"No one witnessed accident; fractured skull and back broken; death."

Caught in shafting and "instantly killed; skull fractured, body mutilated, several bones broken."

Struck and instantly killed by locomotive.

Deceased was riding on narrow gauge engine which was derailed; crushed beneath engine; instantly killed.

While examining flues of boiler, overcome by gas; died on way to hospital.

Engine jumped the track, train wrecked; deceased had both legs badly torn and cut, "probably also injured internally;" death occurred three hours after being taken to hospital.

While repairing car of coke conveyor, which was struck by another car, deceased was crushed and instantly killed.

Fell into quenching pit at coke ovens; burned on body, neck, face, arms and hands; death ensued four days later.

Platform on which he was working gave way throwing him to floor; killed instantly.

Fell from engine and was run over; dead on arrival at hospital.

Fell from moving car; "dead on arrival at hospital."

By mistake deceased opened door of gas producer, which was in operation; fatally burned by flames which escaped through door.

While at work on furnace, brick fell on patient's head; contused wound of scalp; death occurred within a week.

Struck by hot bar of iron, which shot from machine off side of table; so seriously burned as to cause death four days later.

Overcome by gas while fixing spray pipes on furnace; dead on arrival at hospital.

Scaffold gave way; deceased fell to ground; fracture at base of skull, with fatal result a few hours later.

"Patient was hooking onto coke pans which were three feet apart, crane started and patient was caught between pans; death resulted same day."

Fell from car, which passed over both legs; death resulted from injuries.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
II. METALS, MACHINERY AND CONVEYANCES—Continued.			
2. Blast furnaces, rolling mills, etc.—Con.			
Laborer.....	18	Male.....	Married.....
Keeper.....	32	Male.....	Married.....
Laborer.....	40	Male.....	Married.....
Laborer.....	24	Male.....	Married.....
Laborer.....	51	Male.....	Married.....
Laborer.....	21	Male.....	Married.....
Laborer.....	30	Male.....	Single.....
Laborer.....	45	Male.....	.....
Laborer.....	60	Male.....	Married.....
Laborer.....	20	Male.....	Single.....
Laborer.....	26	Male.....	Married.....
Laborer.....	25	Male.....	Single.....
Laborer.....	45	Male.....	Married.....
Laborer.....	23	Male.....	Single.....
Laborer.....	23	Male.....	Married.....
Laborer.....	21	Male.....	Married.....
Laborer.....	23	Male.....	Married.....
Laborer.....	20	Male.....	Single.....
Laborer.....	28	Male.....	Married.....
Laborer.....	35	Male.....	Married.....
Laborer.....	19	Male.....	Single.....
Laborer.....	45	Male.....	Married.....
Laborer.....	26	Male.....	Single.....
Laborer.....	26	Male.....	Married.....
Laborer.....	38	Male.....	Married.....
Laborer and fireman.....	19	Male.....	Single.....
Machine operator.....	46	Male.....	Married.....
Ore picker.....	33	Male.....	Married.....
Pumpman.....	58	Male.....	Married.....
Rougher on rolls.....	40	Male.....	Single.....
Sand pipe man.....	27	Male.....	Married.....
Scrap man.....	38	Male.....	Married.....
Scrap man.....	25	Male.....	Single.....
Switchman.....	35	Male.....	Single.....
Switchman.....	22	Male.....	Single.....
Teamster.....	ca 50	Male.....	Single.....
Teamster.....	66	Male.....	.....
Test boy.....	18	Male.....	Single.....
Water boy.....	17	Male.....	Single.....
Water carrier.....	37	Male.....	Married.....
Welder's helper.....	23	Male.....	Single.....
Not employed in plant where injured.....	22	Male.....	.....
3. Foundries and machine shops.			
Employee—cutlery plant.....	17	Female...	Single.....
Chipper—foundry.....	51	Male.....	Married.....
Laborer—foundry.....	21	Male.....	Single.....
Laborer—foundry.....	ca 50	Male.....	Married.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.79

ed October 1, 1906-September 30, 1907-Continued.

Particulars.

Explosion occurred in fire box of furnace; deceased terribly burned about face, hands and body; death ensued within few hours.

Fell into pit half full of boiling water; "burned from chest down;" injuries resulted in death.

Explosion in fire box of furnace; deceased fatally burned by burning coke and limestone; death occurred shortly after being taken to hospital.

When placing billets on skids at furnace, was caught between pusher and steel billet; back broken, causing death.

Clothing caught fire by piece of burning coke thrown from furnace; death resulted.

"Bar from rolls caught injured man between legs, throwing him to ground, tangled around body, burning both legs, hands and abdomen; death resulted in about one week.

Caught in slide of coal and killed.

Unloading boiler when car tipped over, throwing him to ground; crushed beneath boiler; fatal six days later..

Engine struck some scrap iron, throwing it over against deceased; "several ribs broken and injured internally; death ensued following day at hospital."

Run over and fatally injured by engine; supposed to have fallen from engine.

Caught between elevator and floor and fatally injured.

Sudden start of elevator caused loaded buggy to upset, throwing out load, which struck deceased, inflicting fatal injuries.

Drawing car by means of rope, which broke, causing him to fall to ground with great force; skull fractured with fatal result.

While removing lining from blast furnace, deceased was buried beneath falling wall and fatally injured.

While removing lining from blast furnace, deceased was buried beneath falling wall and instantly killed.

When "dumping load of speigel into cupola was overcome by gas, falling into cupola; dead on arrival at hospital.

Killed by electric shock, due to picking up piece of rail resting on two other rails which were crossed by electric wires.

Struck by traveling crane and instantly killed; skull crushed.

Struck and crushed by empty descending coal bucket; dead on arrival at dispensary.

"Jumped from car in front of train shifting cars on opposite track; instantly killed."

While the deceased with others was loading rails on vessel, he was struck by falling rails; fracture of base of skull and lower jaw; death ensued following day.

While working under chute was struck by coke larry; fracture of femur, lacerated wound of leg; shock; death ensued in few hours.

When working in coal bin over gas producer was overcome by gas, with fatal results.

Death due to gas poisoning; found dead.

"Asphyxiated."

Attempted to board moving engine; fell beneath wheels; leg crushed so as to necessitate amputation; death followed.

"Caught hand between belt and pulley and pulled around pulley;" injuries proved fatal.

Crushed beneath falling pile of ore; supposed to have been instantly killed.

Struck by charging crane; arm and leg crushed; death ensued in about two hours.

Body found in wheel pit; particulars unknown.

Legs severely crushed by larry; death resulted two days later.

Deceased was working under trolley carrying molten metal; ladle dumped its load; "burns over entire surface of body, resulting in death."

Deceased was "poking down ore in skip hopper and got in way of passing coke larry and was crushed between hopper and larry."

Fell from trestle to ground; fracture of clavicle and several ribs; death occurred shortly after reaching hospital.

Attempted to board moving locomotive, fell and was run over by engine; right leg crushed; left fractured; shock; death ensued within few hours.

Supposed to have fallen from cart; leg fractured; death resulted from shock one week later.

Fell from wagon loaded with sand; "wheel of wagon passed over his head; side of face crushed and skull fractured, causing death in twenty minutes."

Caught in drill chuck and wound around drill and against press frame; killed instantly.

Stumbled over hose and fell from dock into water; drowned.

Fell into quenching pit; "first and second degree burns," also shock; death resulted 13 days later.

When using crane some defect in same caused weight to fall, striking deceased upon head; death ensued in few minutes.

Deceased found dead on track beneath car; body badly crushed.

Fatally burned by explosion of gasoline torch used to brown handles; died 12 hours later.

Deceased was cleaning large casting which fell over, crushing him beneath it; injuries caused death..

"While breaking scrap, piece flew and hit him in head, fracturing skull; died after arrival at hospital same day."

Crushed beneath sand core which fell from hand car when being moved through foundry; death about 12 hours later.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
II. METALS, MACHINERY AND CONVEYANCES—Continued.			
3. Foundries and machine shops —Con.			
Laborer—foundry.....	25	Male.....	Married.....
Laborer—foundry.....	41	Male.....	Married.....
Laborer—foundry.....	40	Male.....	Married.....
Laborer—foundry.....	29	Male.....	Married.....
Laborer—foundry.....	35	Male.....	Married.....
Machine operator—foundry.....	ca 67	Male.....	Married.....
Machine operator—foundry.....	38	Male.....	Married.....
Radiator molder—foundry.....	20	Male.....	Single.....
Rigger—foundry.....	28	Male.....	Single.....
Foreman—iron works.....	52	Male.....	Married.....
Assembler—machine shop.....	54	Male.....	Married.....
Elevator operator—machine shop.....	75	Male.....	Married.....
Helper—machine shop.....	38	Male.....	Married.....
Helper—machine shop.....	46	Male.....	Married.....
Laborer—machine shop.....	ca 37	Male.....	Married.....
Laborer—machine shop.....	18	Male.....	Single.....
Laborer—machine shop.....	44	Male.....	Married.....
Machinist—machine shop.....	45	Male.....	Married.....
Machinist—machine shop.....	35	Male.....	Married.....
Millwright—machine shop.....	43	Male.....	Married.....
Yard foreman—machine shop.....	35	Male.....	Single.....
Wood worker—machine shop.....	60	Male.....	Married.....
Helper—sheet metal works.....	18	Male.....	Single.....
Helper—sheet metal works.....	45	Male.....	Married.....
Press operator—sheet metal works.....	29	Male.....	Single.....
Laborer—wire works.....	36	Male.....	Married.....
4. Electrical apparatus.			
Carpenter.....	50	Male.....	Married.....
Engineer.....	24	Male.....	Single.....
Helper.....	28	Male.....	Married.....
Machinist's helper.....	22	Male.....	Single.....
Tester.....	26	Male.....	Single.....
5-a-f. Locomotives and vehicles.			
Drill press hand—locomotive works.....	46	Male.....	Single.....
Employee—locomotive works.....	31	Male.....	.....
Flue setter—locomotive works.....	42	Male.....	Married.....
Helper—locomotive works.....	26	Male.....	Single.....
Hostler—locomotive works.....	20	Male.....	Single.....
Floor boy—automobile factory.....	18	Male.....	Single.....
Draughtsman—carriage factory.....	50	Male.....	Single.....
Press operator—carriage hardware.....	27	Male.....	Single.....
Carriage trimmer—carriage and wagon plant..	ca 70	Male.....	Married.....
Laborer—wagon factory.....	53	Male.....	Married.....
5-g. Railway repair shops.			
Air brake inspector.....	34	Male.....	Married.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.81

ed October 1, 1906-September 30, 1907—Continued.

Particulars.

Crushed between platform of elevator and floor; injured internally, resulting in death.
 Crushed between flasks being lowered by crane and turn table; injured internally, with fatal result.
 Deceased attempted to shift car loaded with coal, using crowbar; bar slipped and he fell under car, which passed over his leg, necessitating amputation; death resulted.
 Run over by loaded truck, receiving internal injuries which terminated fatally.
 Steam valve on boiler burst; deceased fatally scalded by escaping steam.
 Caught and whirled around shafting; arm broken, jaw injured, also injured internally; death occurred next day.
 Struck by piece from bursting emery wheel; "fracture of frontal bone with laceration of brain, followed by hemorrhage; fatal."
 Electric shock caused death.
 Struck by crane; both legs broken and internal injuries which resulted fatally six hours later.
 Fell from ladder to ground, fracturing skull; instant death.
 While handling casting foot slipped, causing casting to fall against him; injuries caused death same day.
 Crushed between elevator and floor; hips bruised, arm broken, head cut and injured internally; death occurred two days later.
 Arm caught in belt and he was whirled around shaft to instant death.
 Deceased was caught beneath falling wall of building; leg and two ribs broken and injured internally with fatal result.
 Fell through skylight and fatally injured.
 Caught in belt and whirled to instant death.
 Crushed beneath large sand core which fell from sand car being moved through shop; died six hours later.
 Caught in belt and whirled around shafting; fractured skull, arm, shoulder and several ribs; death occurred same day after removal to hospital.
 "Electric current grounded; deceased touched iron angle plate standing on floor and received shock which killed him."
 Stick which he was using to throw off belt from pulley broke and was thrown against him with great force, causing fatal internal injuries.
 Crushed between car and wall; ribs fractured and injured internally; death resulted in few hours.
 Death caused by undue exertion when moving heavy machinery.
 Struck in face by piece of bursting emery wheel; injuries caused death nine days later.
 Fell down stairs; internal injuries which resulted fatally.
 Fell against pulley and was thrown to floor with great force; skull and jaw fractured; terminated fatally 12 days later.
 Assisting others in moving heavy hook, walking backward he failed to see tub of hot lime and backed against and fell into tub, burning face and body; death occurred four days later.
 Struck by descending elevator; back broken, causing death in few hours.
 Fell from transformer to concrete floor (about nine feet); skull fractured in two places; killed instantly.
 While unloading motor from car by use of rope, rope broke, motor struck deceased on head; death resulted one month later.
 Crushed by descending elevator; spine fractured at neck; causing instant death.
 Electric shock; instantly killed.
 Clothing caught in machine, throwing him across feed bar of another machine, breaking and lacerating both legs badly with fatal results two days later at hospital.
 While lowering engine into pit was caught by heavy iron chain in which rear of engine was suspended and instantly killed.
 Crane attached to loaded car backed into shop, knocking over large boiler; deceased was caught between car and boiler; one leg cut off and other badly crushed; death ensued three days subsequently.
 Struck by hook of traveling crane, "splitting head open and causing instant death."
 "Supposed to have been run down by locomotive;" skull fractured; instant death.
 Jumper caught by revolving bar; wrapped around same so tightly as to cause strangulation and rupture of larynx.
 Crushed by elevator; "instant death."
 Arm caught in pulley and torn from body, also other serious injuries; died in ambulance on way to hospital.
 Fell through hoistway (about 8 feet) and was killed.
 Took hold of live wire; shock caused death on way to hospital.

Deceased was passing under stationary car when it was struck by another car; killed instantly.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
II. METALS, MACHINERY AND CONVEYANCES—Continued.			
5-g. Railway repair shops—Con.			
Car repairer.....	28	Male.....	Single.....
Car repairer.....	59	Male.....	Married.....
Car repairer.....	19	Male.....	Single.....
Car repairer.....	37	Male.....	Married.....
Carpenter.....	28	Male.....	Married.....
Carpenter.....	40	Male.....	Married.....
Coaler.....	40	Male.....	Married.....
Engine inspector.....	42	Male.....	Married.....
Fire cleaner in engine house.....	38	Male.....	Married.....
Fireman.....	33	Male.....	Married.....
Laborer.....	24	Male.....	Married.....
Laborer.....	22	Male.....	Single.....
Laborer.....	24	Male.....	Single.....
Laborer.....	38	Male.....	Married.....
Laborer.....	40	Male.....	Married.....
Machine operator.....	45	Male.....	Single.....
Machinist.....	37	Male.....	Married.....
Machinist's helper.....	18	Male.....	Single.....
Oiler.....	42	Male.....	Married.....
Steam pipe fitter.....	34	Male.....	.....
Wiper.....	20	Male.....	Single.....
Employee.....	26	Male.....	Single.....
Not an employee.....	60	Male.....	Widower.....
6. Ship and boat building.			
Oiler—ship repairing plant.....	51	Male.....	Married.....
Ship carpenter—ship repairing plant.....	40	Male.....	.....
Not an employee.....	45	Male.....	Married.....
III. WOOD MANUFACTURES.			
Laborer—box factory.....	57	Male.....	Married.....
Employee—furniture factory.....	ca 22	Male.....	Single.....
Finisher—furniture factory.....	ca 18	Male.....	Single.....
Lumber inspector—furniture factory.....	60	Male.....	Married.....
Machine operator—furniture factory.....	19	Male.....	Single.....
Sawyer—furniture factory.....	25	Male.....	Married.....
Not an employee—kindling wood factory.....	9	Male.....	Single.....
Laborer—last factory.....	36	Male.....	Married.....
Saw operator—piano action factory.....	55	Male.....	Married.....
Carpenter—planing mill.....	22	Male.....	Single.....
Sawyer—planing mill.....	ca 33	Male.....	Married.....
Steam fitter—planing mill.....	45	Male.....	.....
Wood worker—planing mill.....	44	Male.....	Married.....
Laborer and driver—saw mill.....	33	Male.....	Married.....
Proprietor—saw mill.....	51	Male.....	Married.....
Saw operator—saw mill.....	50	Male.....	Married.....
Not an employee—saw mill.....	60	Male.....	Married.....
Employee—"steam mill".....	50	Male.....	Married.....
IV. LEATHER AND RUBBER GOODS.			
Die and tooth cutter—comb factory.....	24	Female...	Married.....
Laborer—tannery.....	25	Male.....	Single.....
Engineer—tannery.....	61	Male.....	Married.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.83

ed October 1, 1906—September 30, 1907—Continued.

Particulars.

While deceased was working under car, planking upon which it was resting gave way, crushing him beneath it; death occurred while being taken to hospital.

Deceased was under car making repairs when it was struck by incoming train; "caught about hips under wheel of car; back broken and crushed about hips; died in about 20 minutes."

Caught between tank of engine and push pole of turntable and fatally injured.

Run over by train; both legs crushed, also one arm; death ensued upon arrival at hospital.

Raising truck with crane when hook spread, allowing truck to fall; "legs and body badly injured, causing death two hours later."

Fell from ladder striking on his head; skull crushed; death ensued following day.

Fell from ladder; hip fractured, shoulder and side injured causing death in four days.

Run over by engine; leg cut at thigh and abdomen crushed; died at hospital same day.

Run over by engine; foot cut off and leg badly mangled; died following day.

"Caught between turntable shanty and tank of engine and rolled to end; his lamp fell in gasoline and oil exploded, igniting his clothing;" arms, legs and back badly burned; death followed two days later.

"While assisting in moving heavy coil, was crushed by coil falling on him; died shortly after being removed to hospital."

Had been unloading car of coal through bottom pockets; is supposed to have fallen through pocket; "found buried in coal."

"Was sitting on box beside upright engine, box apparently tipped over and he fell head foremost into engine and was struck by rod crank or oil cup; skull fractured and face cut; died of injuries."

Hand carried through roller of picking machine, fingers and hand cut; "patient died from injuries sustained in this accident."

Clothing caught fire and he was fatally burned.

Either stumbled or slipped and fell on cut off saw, cut through back and died in few minutes.

While repairing large compressed air tank it exploded; "top of head blown off; instantly killed."

While operating combination punch and shear machine, piece broke from punch, penetrating his heart; died almost instantly.

Struck and crushed by engine; instant death.

Cover of "cesspool or separator" gave way and "he fell into boiling water and sustained injuries which caused his death ten hours afterward."

Clothing caught fire from burning waste; seriously and fatally burned about body.

Shocked by electric light circuit with fatal result.

Found in turntable pit under table wheels; body badly cut, leg and face crushed.

Caught in flywheel; body badly mangled; instant death.

Struck by falling object and knocked from scaffold; death resulted from fracture at base of skull.

Fell from dock into water, striking steps and fracturing skull; death resulted same day.

Struck over head by piece of board thrown from saw; death resulted almost instantly.

Crushed between elevator and floor; died four days later at hospital.

Fell down elevator shaft; unconscious when found; remained so until death occurred.

Fell from top of car; neck broken, causing death.

Struck in abdomen by board thrown from saw; death occurred one week later.

Hand caught in saw; thumb and finger amputated and hand lacerated; death resulted from lockjaw.

"Body found wound around shaft; cause and manner unknown."

Fell down elevator shaft and was fatally injured, death occurring same day.

Block of wood thrown from saw struck victim in abdomen; died the following day.

Block of wood thrown from saw struck victim in abdomen; died the following day.

Block of wood thrown from saw struck victim in abdomen; died the following day.

Working on scaffold putting up pipes; scaffold broke and he fell to the floor and pipe fell upon him; died shortly afterward.

Board thrown from saw struck his hand; fingers cut, one amputated; "died at hospital from too much ether."

Crushed beneath falling pile of lumber; died same day after being taken to hospital.

Fell or was thrown from some unknown cause against saw and was instantly killed.

Supposed to have been caught by log on roll way and thrown upon saw; lived only six hours.

Supposed to have fallen upon machinery of large saw and so seriously injured as to cause death in few hours.

Boiler explosion; burned by escaping steam so as to cause death in about eight days.

Building burned; killed by jumping from window.

Drenched by blazing varnish which had exploded; "burned to death."

"Was assisting to repair manhole cover on cooking tank, crossbar holding cover broke; scalded head, face, chest, arms and hands followed;" died seven days later.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
IV. LEATHER AND RUBBER GOODS—Con.			
Tanner—tannery.....	20	Male.....	Single.....
Foreman—ribber.....	48	Male.....	Married.....
Errand boy—shoe factory.....	14	Male.....	Single.....
V. CHEMICALS, PAINTS, EXPLOSIVES.			
Employee—carbide plant.....	19	Male.....	Single.....
Film machine operator—camera and film plant.....	49	Male.....	Married.....
Electrician—chemical plant.....	48	Male.....	Married.....
Elevator man—chemical plant.....	22	Male.....	Single.....
Laborer—chemical plant.....	27	Male.....	Married.....
Machinist—fire proofing plant.....	18	Male.....	Married.....
Finisher—fireworks plant.....	16	Female.....	Single.....
Finisher—fireworks plant.....	18	Male.....	Single.....
Foreman—fireworks plant.....	28	Male.....	.....
Laborer—linseed oil plant.....	52	Male.....	Married.....
Oiler—linseed oil plant.....	28	Male.....	Single.....
Boiler maker—oil plant.....	48	Male.....	.....
Laborer—oil plant.....	53	Male.....	Married.....
Engineer—paint factory.....	ca 55	Male.....	Married.....
Porter—perfumery factory.....	ca 23	Male.....	Single.....
Process man—sodium plant.....	35	Male.....	Married.....
VI. PAPER AND PULP.			
Beaterman's helper—paper mill.....	49	Male.....	.....
Backerman—paper mill.....	21	Male.....	Single.....
Cutter boy—paper mill.....	19	Male.....	Single.....
Electrician—paper mill.....	35	Male.....	Married.....
Foreman—paper mill.....	45	Male.....	Married.....
Helper—paper mill.....	24	Male.....	Married.....
Laborer—paper mill.....	45	Male.....	Widower.....
Laborer—paper mill.....	31	Male.....	Single.....
Laborer—paper mill.....	23	Male.....	Single.....
Laborer—paper mill.....	50	Male.....	.....
Laborer—paper mill.....	24	Male.....	Single.....
Laborer—paper mill.....	40	Male.....	Married.....
Laborer—paper mill.....	44	Male.....	Married.....
Laborer—paper mill.....	17	Male.....	Single.....
Laborer—paper mill.....	23	Male.....	Single.....
Laborer—paper mill.....	19	Male.....	Single.....
Laborer—paper mill.....	24	Male.....	Single.....
Locomotive fireman and brakeman—paper mill.....	17	Male.....	Single.....
Machine operator—paper mill.....	23	Male.....	Single.....
Mason's helper—paper mill.....	31	Male.....	Single.....
Oiler and millwright—paper mill.....	ca 43	Male.....	Married.....
Pipe fitter—paper mill.....	38	Male.....	Married.....
Not employed—paper mill.....	15	Male.....	Single.....
Not employed—paper mill.....	30	Male.....	Married.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.85

ed October 1, 1906—September 30, 1907—Continued.

Particulars.

Killed by electric shock.

"Fell between pulley and side of machine; hand mangled, arm and leg broken in several places, also laceration of lower part of abdomen so that bowels protruded; died."

Slipped on floor against vessel containing benzine, spilling small amount of same on clothing; later in passing gas jet his clothing ignited; deceased was so seriously burned as to cause death following day.

Electrical shock caused instant death.

Fatally burned at time building was destroyed by fire; cause of fire unknown.

Buried beneath falling wall with fatal result.

"Caught between floor and car and crushed;" died before arrival of physician.

When using pointed iron bar, lost his balance and fell to ground (25 feet); bar struck floor in a perpendicular position and entered head of deceased just back of ear killing him instantly.

Body found between belt and pulley and supposed to have been instantly killed.

Fatally burned by the explosion of giant firecrackers; death ensued nine days later.

Fatally burned by the explosion of giant fire crackers; death ensued in about one week.

Reentered burning building to rescue another, when he was so injured by another explosion that he could not escape; burned to death in building.

Clothing caught on shafting and he was whirled "around two or three times and dropped to floor dead."

Deceased was using broom which caught in flywheel, handle was forced through roof of mouth penetrating the brain and causing instant death.

Entered kettle to take measure and lighted match which caused explosion; very badly burned with fatal result.

Struck on head by 12-inch monkey wrench dropped from platform above; skull fractured; died following day.

Blow-off pipe became dislodged; escaping steam caused "burns or scalds and shock resulting in death."

Fell down hatchway; killed.

Deceased "was pouring molten sodium into large drum in which was kerosene; flames must have been near opening of drum and explosion followed; badly burned over body and head with oil;" death ensued in few hours."

Went to cellar to oil shafting; found dead five minutes later with clothing torn off and body badly bruised and crushed; supposed to have been caught in shafting.

When using stick to place belt on pulley, stick caught in spokes of pulley and was thrown against deceased with great force; neck broken; killed almost instantly.

"Found dead in pit under rollers; supposed to have fallen asleep in pit and covered up by paper;" had been sent into the pit to keep paper clear under rolls.

Electric shock resulted fatally.

Caught in belt and thrown to floor with great force, receiving injuries which caused death two days later.

Caught between roller and belt in dryer; supposed to have been killed almost instantly.

Found dead at end of screens with wounds on head; supposed to have been caught on shafting.

Fell into large rapidly revolving pulley and was thrown to floor with great force; instant death.

Found in large iron stock pipe leading from pulp tank; had been painting sides of tank; drawn in by suction.

Struck on head and fatally injured by log of wood which fell from pile.

Hand caught in reels and deceased was drawn between rolls and crushed; killed instantly.

Clothing supposed to have caught on set screw as he "was discovered on shaft; mill was stopped and man released; fracture of base of skull, lower jaw, contusion of shoulder and face, laceration of ear; death resulted at hospital same day.

Leg crushed beneath falling brick wall; death resulted from lockjaw.

Hand caught between dryer felt and dryer roll; drawn into machinery; head and body crushed; dead when taken from machine.

Had been taking wood from water; "found lying on his face in about six inches of water; drowned."

Caught between elevator and shaft wall; "crushed to death."

Deceased was shoveling chips through spout into digester; is supposed to have slipped or was overcome by heat and went into digester; cover was placed on digester and digester was cooked and blown before he was missed; entire body consumed in digester."

Crushed while coupling cars; death ensued five hours later.

"Slipped and was caught in dryer, burning and straining his arm;" died one week later.

Rope broke causing elevator to fall when deceased was riding thereon; "compound fracture of leg and skull fractured in two places;" died same evening.

Caught in belt and whirled around shafting to instant death; body being badly mangled and dismembered.

"Caught on line shaft and killed."

Fell in raceway; drowned.

Attempted to board moving train in yard; two lacerations of scalp, lungs pierced by ribs, collar bone, arms, shoulder, etc., broken; death resulted few hours later.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
VII. PRINTING AND BOOK-MAKING.			
Elevator operator—lithographic plant.....	19	Male.....	Single.....
Corner staying machine operator—paper box factory.....	20	Female...	Single.....
Porter—paper box and printing plant.....	ca 30	Male.....	Single.....
Apprentice—plate printing plant.	18	Male.....	Single.....
VIII. TEXTILES.			
Card tender—carpet mill.....	20	Male.....	Single.....
Card tender—carpet and rug mill.....	30	Male.....	Single.....
Frame repairer—cordage plant.....	22	Male.....	Single.....
Back-boy—cotton mill	17	Male.....	Single.....
Washer tender—cotton mill.....	28	Male.....	Single.....
Helper in bleaching room—lace plant.	24	Male.....	Married.
Porter—ribbon factory.....	45	Male.....	Married.....
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.			
Stock clerk—cloak factory.....	20	Female...	Single.....
Errand boy—clothing factory.....	17	Male.....	Single.....
Elevator operator—skirt factory.....	21	Male.....	Single.....
Order clerk—skirt and suit factory.....	20	Male.....	Single.....
Errand boy—waist factory.....	16	Male.....	Single.....
Chief engineer—laundry.....	40	Male.....	Single.....
Delivery man—laundry.....	27	Male.....	Single.....
Elevator man—laundry.....	57	Male.....	Married.
Fireman—laundry.....	28	Male.....	Married.
Night watchman—laundry.....	56	Male.....	Married.....
X. FOOD, TOBACCO AND LIQUORS.			
1. Flour and grist mills.			
General assistant—grist mill.	46	Male.....	Married.
Employee—cereal plant.....	50	Male.....	Married... ..
Assistant miller—flour mill.. ..	25	Male	Married.
Roustabout—feed mill.....	22	Male.....	Single.....
Not employed in mill.....	ca 7	Male.....	Single.....
2. Sugar refining, spice grinding, etc.			
Employee—salt plant.....	30	Male.....	Married.....
Laborer—salt plant.....	20	Male.....	Single.....
Laborer—sugar refinery.....	46	Male.....	Married.....
Laborer—sugar refinery.....	20	Male.....	Single.....
Laborer—sugar refinery.....	26	Male.....	Married.
Laborer—sugar refinery.....	18	Male.....	Married.....
Beer plunger—yeast, spirits and vinegar plant.	55	Male.....	Married.
3-a. Provisions.			
Elevator man—dressed meat plant... ..	18	Male.....	Married.
3-b. Butter and cheese.			
Blacksmith—condensed milk plant... ..	65	Male.....	Married.
Butter maker—creamery	72	Male.....	Married.
Foreman—casein plant.....	30	Male.....	Married.
Superintendent—dairy and bakery.....	33	Male.....	Married.
4. Bakeries and confectioneries.			
Baker—bakery.....	46	Male.....	Married.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.87

ed October 1, 1906-September 30, 1907-Continued.

Particulars.

Caught between elevator and elevator wall; severely crushed, with compound fractures of arms, legs and skull, also general contusions; died at hospital same day.
Cut open end of thumb about one-half inch in length; death resulted from shock same day.
Fell through hatchway to ground; death ensued in 30 minutes.
Deceased was being lowered by rope to close hatch doors, lost his hold on rope and fell to bottom of shaft, fracturing skull; death followed injury.

Supposed to have been caught in pulley; found under pulley with fractured skull; death ensued in few minutes.
Was cleaning card machine when power was on; "back of hand was bruised; went to doctor's office and then to hospital;" death ensued nine days later at hospital.
Hand caught in gearing and lacerated; lockjaw developed in two weeks, resulting in death.
Fell from roof of building to ground (about 40 feet); neck broken; probably instantly killed.
Fell in vat of boiling water and fatally burned; died same day.
Body found wound around shafting; terribly injured.
Fell down elevator shaft; injuries caused almost immediate death.

Attempted to leave elevator, which suddenly started, throwing deceased backward into elevator shaft; killed instantly.
Crushed between elevator and floor and then fell to bottom of shaft; supposed to have been instantly killed.
"Elevator shaft on Fifth avenue side of building; killed."
Caught between elevator and floor and crushed to death.
Crushed between elevator and shaft wall; supposed to have been instantly killed.
Making repairs on top of elevator which suddenly started upward, crushing him between elevator and floor beams overhead; neck broken; instant death.
Killed by boiler explosion.
Fatally burned by boiler explosion.
Fatally burned by boiler explosion.
Killed by boiler explosion.

Caught in gear and crushed on left side, causing almost instant death.
Caught on shafting and whirled around many times, body found on floor beneath shafting; terribly mangled.
Caught on shafting and whirled around to instant death.
Car on which he was at work, loading grain, was struck by locomotive attached to another train; crushed so as to cause death in few hours.
"Got into bin of hominy and smothered to death."

Cart ran off runway; deceased fell with cart to floor below; concussion of brain, broken collar bone and bruises on side; death resulted in few days.
Caught and suffocated in sliding pile of salt.
Caught in machine ("a wormer") used to transfer molasses from one vat to another; killed before machinery could be stopped.
"Leg caught in platform of elevator so as to throw body outside of elevator, causing it to hang head downward; death resulted before he could be extricated from platform."
Found at hopper of coal carrying belt; said to have been caught in belting; death followed almost immediately.
"Fell on moving chain of ash pocket and carried to sprocket wheel;" several ribs broken, both legs broken and bad scalp wound; death ensued following day.
Fell into fermenting tub containing yeast mixture; overcome by gases; death resulted two days later.

Crushed beneath elevator; died within an hour.

Wrist caught between belt and pulley; thrown to floor and so seriously injured as to cause death.
Found at bottom of elevator shaft; supposed to have fallen about nine feet; terminated fatally four days later.
Arm caught in gear of curd picker and lacerated from shoulder to wrist; death resulted from lockjaw one week later.
Caught on set screw on shaft and whirled around; spine fractured causing death ten days later.

Arm caught in dough mixing machine; "chest bruised and arm cut; amputated later at hospital;" death resulted four days later at hospital.

Table VII—Particulars of Fatal Accidents Report

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital Condition.
X. FOOD, TOBACCO AND LIQUORS—Continued.			
4. Bakeries and confectioneries—Con.			
Helper—biscuit plant.....	35	Male.....	Single.....
Employee—bakery.....	38	Male.....	.....
Laborer—candy factory.....	38	Male.....	Single.....
Helper—cocoa and chocolate plant....	21	Male.....	Single.....
5. Breweries.			
Cellarman—brewery.....	25	Male.....	Single.....
Engineer—brewery.....	35	Male.....	Single.....
Laborer—brewery.....	24	Male.....	Single.....
Laborer—brewery.....	15	Male.....	Single.....
Laborer—malt house.....	43	Male.....	.....
XI. WATER, LIGHT AND POWER.			
Laborer—gas works.....	35	Male.....	Married.....
Oiler—gas works.....	37	Male.....	Married.....
Switchboard tender—gas works (electrical department).....	43	Male.....	Married.....
Boiler cleaner—power plant (electric).....	18	Male.....	Single.....
Cable splicer—power plant (electric).....	26	Male.....	Married.....
Coal passer—power plant (electric).....	45	Male.....	Single.....
Elevator man—power plant (electric).....	19	Male.....	Single.....
Employee—power plant—(electric).....	33	Male.....	Married.....
Employee—power plant (electric).....	48	Male.....	Married.....
Employee—power plant (electric).....	43	Male.....	Married.....
Fireman—power plant (electric).....	30	Male.....	.....
Fireman—power plant (electric).....	ca 27	Male.....	Married.....
Helper—power plant (electric).....	27	Male.....	Single.....
Laborer—power plant (electric).....	35	Male.....	Single.....
Machinist's helper—power plant (electric)....	45	Male.....	Single.....
Oiler and helper—power plant (electric).....	30	Male.....	Married.....
Switchboard operator—power plant (electric)...	25	Male.....	Married.....
Trimmer—power plant (electric).....	38	Male.....	Married.....
Wireman's helper—power plant (electric).....	19	Male.....	Single.....
Foreman of firemen—water works pumping station.....	ca 60	Male.....	Married.....
Tunnels.			
Drill runner—tunnel.....	26	Male.....	Married.....
Foreman—tunnel.....	27	Male.....	.....
Laborer—tunnel.....	36	Male.....	Married.....
Nipper—tunnel.....	18	Male.....	Married.....
Miscellaneous.			
Elevator operator—factory building.....	16	Male.....	Single.....
Elevator operator and fireman—factory building.....	40	Male.....	.....
Fireman—factory building.....	18	Male.....	.....
Helper—factory building.....	16	Male.....	.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.89

ed October 1, 1906-September 30, 1907—Concluded.

Particulars.

Duties required him to stand in front of ovens greater part of time (putting pans in oven) overcome by heat; died at hospital three days later.

Caught in machinery and fatally injured.

Struck by descending elevator when looking over shaft; skull fractured, resulting fatally within one hour.

Fell in machine (Melange mixer); laceration of head and shoulder and fracture of skull; death ensued two days later.

Caught in belting and instantly killed.

Attempted to board elevator; fell to bottom of shaft (immediate cause unknown); leg broken at ankle and above knee; died two days subsequently.

Crushed to death beneath heavy coils at bottom of condenser tank.

Splitting case of pitch weighing 550 pounds, case fell, throwing him against door, breaking his leg and injuring him otherwise; injuries resulted in death.

Suffocated in slide of grain in malt house.

When carrying 25-pound weight, fell from ladder to cement floor; fracture of base of skull; death occurred same day.

Arm caught in belt and torn out, deceased being thrown over pulley, striking base of same with great force; injuries caused death while being taken to hospital.

Instantly killed by electricity while cleaning machine.

"Turned water on soot inside middle combustion chamber of boiler after entering said chamber; badly burned on lower limbs, forearms and head;" death ensued 13 days later at hospital.

Killed by electric shock.

Supposed to have fallen down stairs; found unconscious at foot of stairs; paralyzed from neck down; injuries terminated fatally a few weeks later.

Oiling drum of elevator when it started; deceased was drawn in and crushed to death between drum and cables.

"While tapping up 6,000 volt cable, he threw up his hands and fell to floor dead."

Electrocuted in power house.

While working on machinery received electrical shock, which caused almost immediate death.

Boiler exploded; deceased so burned by escaping steam that he was unable to escape; fatally burned.

"Cross head of engine broke, piston rod carried out both cylinder heads and was thrown about 8-10 feet to wall, pinning deceased to wall where he was sitting at lunch."

When connecting switches received electric shock with fatal results.

Deceased was riding on hoist, struck top of hoistway, crushing skull and causing almost instant death.

While oiling elevator was caught between elevator shaft and wall and instantly killed.

While repairing elevator at bottom of shaft it suddenly started upward, deceased attempted to jump, clothing caught, but gave way as elevator reached top of shaft, allowing him to drop to bottom of shaft; compound fracture of skull; instant death.

Badly burned by electricity on face, chest, arms and abdomen; death occurred before reaching hospital.

Fell from ladder, fracturing skull, which resulted fatally.

Electric shock; arm, leg and foot badly burned, with fatal result 12 days later.

Clothing caught on bucket of coal conveyor and deceased was drawn in and crushed to death.

Instantly killed by falling rock.

Instantly killed by falling rock.

Deceased was holding cable; fell from car and was crushed to death under motor.

Supposed to have been instantly killed by explosion of gas, which had accumulated after series of blasts.

Deceased was on top of elevator oiling bearings; fatally crushed between elevator and top of shaft.

Crushed by elevator; neck broken, causing instant death.

Caught in cable of elevator and killed almost instantly.

"Crushed internally; died instantly."

Summary of Table VII—Fatal Accidents.

INDUSTRY.	AGES.					MARITAL CON- DITION OF MALES.		
	Under 16 years.	16-18 years.	18 years. +	Age not reported.	Total.	Single.	Married.	Not reported.
I. MINERAL PRODUCTS.								
1. Stone.....			10		10	5	5	
2. Iron and other mines.....		2	27	2	31	15	13	3
3. Cement and lime.....		2	6		8	3	5	
4. Gypsum and plaster.....			5		5	2	3	
5. Other mineral products.....			13		13	5	6	2
II. METALS, MACHINERY AND CONVEY- ANCES.								
1. Metals other than iron and steel.....			4		4	1	2	1
2. Blast furnaces, rolling mills and steel works.....		1	56		57	24	30	3
3. Foundries and machine shops.....		c1	29		30	7	22	
4. Electrical apparatus.....			5		5	3	2	
5 a-f. Locomotives and vehicles.....			10		10	6	3	1
5 g. Railway repair shops.....			24		24	b9	14	1
6. Ship and boat building.....			3		3		2	
III. WOOD MANUFACTURES.....								
	a1		17		18	5	12	
IV. LEATHER AND RUBBER GOODS.....								
			c6		6	3	2	
V. CHEMICALS, PAINTS, OILS.....								
		c1	15		16	5	8	
VI. PAPER AND PULP.....								
	1	2	21		24	b14	8	
VII. PRINTING AND BOOK MAKING.....								
			c4		4	3		
VIII. TEXTILES.....								
		1	6		7	5	2	
IX CLOTHING, MILLINERY, LAUNDRY, ETC.....								
		2	c8		10	6	3	
X. FOOD, TOBACCO AND LIQUORS.								
1. Flour and grist mills.....			5		5	2	3	
2. Sugar refining, spice grinding, etc.....			7		7	2	5	
3a. Provisions.....			1		1		1	
3b. Butter and cheese.....			4		4		4	
4. Bakeries and confectioneries.....			5		5	3	1	
5. Breweries.....	1		4		5	4		

a. Not an employee. b. Including one widower. c. One, a woman.

Summary of Table VII—Fatal Accidents—Concluded.

INDUSTRY.	AGES.					MARITAL CON- DITION OF MALES.		
	Under 16 years.	16-18 years.	18 years. +	Age not reported.	Total.	Single.	Married.	Not reported.
XI. WATER, LIGHT AND POWER.....	.....	.....	20	.....	20	7	12	1
TUNNELS.....	.....	.....	4	.....	4	.....	2	2
MISCELLANEOUS.....	.....	2	2	.....	4	1	.....	3
Total.....	3	14	321	2	340	140	170	25

TABLE VIII—ACCIDENTS IN PORTABLE SAW MILLS.

NOTE.—The following accidents, which occurred in portable saw mills not visited by Factory inspectors, were not reported to the Department. Particulars were obtained from the newspapers.

COUNTY.	Cause or Manner of Accident.	Nature and Extent of Injury.
Allegany.....	Hand caught on saw.....	Loss of hand
".....	Emery wheel used to sharpen saw broke.	Skull fractured by flying pieces.
Cayuga.....	Thumb caught on saw.....	Loss of thumb.
Chautauqua.....	Fell, striking hand against nail.....	Lacerated palm of hand.
".....	Clothing caught on set screw, drawing him under saw.	One leg crushed and hip lacerated; death probable.
Chenango.....	Arm caught in belt and drawn around shafting.	Arm fractured in several places; various bruises and internal injuries.
Columbia.....	Balance wheel of engine broke....	Leg broken in two places.
Cortland.....	Fell backward on saw.....	Body nearly cut in two above hips; lived three hours.
Delaware.....	Hand caught on saw.....	Three fingers cut off and thumb badly lacerated.
".....	Struck by piece of iron projecting from flywheel.	Leg fractured and lacerated, causing death in one hour.
".....	Struck hand against saw.....	Loss of thumb.
".....	Foot slipped and went under saw.....	Foot terribly lacerated; amputation necessary.
".....	Clothing caught on set screw on shafting.	One ear torn loose at bottom, face and head cut; arm burned by friction; also bruises.
".....	Struck severe blow by belt.....	Seriously injured; unconscious for days; result unknown.
".....	Hand caught in machinery and arm drawn in.	Hand and arm badly lacerated; amputation probably necessary; beard caught in machinery and torn out; very serious.
".....	Caught in shafting and whirled around.	Badly bruised but not seriously injured.
".....	Slipped and threw hand against saw...	Hand nearly cut off; loss of some fingers and stiffening of others.
".....	Glove caught on saw; hand drawn against teeth.	Hand badly mangled; loss of some fingers.
Franklin.....	Hand caught on saw.....	Loss of one finger.
Fulton.....	Hand caught on saw.....	Loss of two fingers.
Herkimer.....	Hand caught on saw.....	Thumb and finger cut off; death resulted from lockjaw about ten days later.
Jefferson.....	Hand struck by saw.....	Hand and arm cut by saw.
".....	Knot caught and forced hand against saw.	Hand seriously cut on knuckles; probable loss of fingers.
".....	Knot caught and forced hand against saw.	Hand seriously cut, causing permanent stiffness.
".....	Trousers caught in endless chain that hauls logs to saw and leg drawn in machinery.	Severe compound fracture of leg; probable amputation.
".....	Hand struck by saw.....	All fingers of left hand severely cut by saw.
Lewis.....	Foot and leg struck by saw.....	Foot and leg badly torn; amputated above ankle.
Livingston.....	Glove caught in gearing, throwing hand on saw.....	Hand badly mangled; two fingers amputated; also part of third.
Monroe.....	Hand struck against saw.....	Loss of three fingers; also suffered from shock and loss of blood.
".....	Struck by piece of wood thrown from saw.	One arm so seriously fractured and lacerated as to necessitate amputation; the other arm, hand and hip badly cut; also injured internally; death resulted about two weeks later.
Oneida.....	Hand struck against saw.....	Two fingers badly lacerated and cut both amputated later.
".....	Hand struck against saw.....	Three fingers amputated close to palm.
Ontario.....	Caught on shafting and whirled around	Head and body horribly cut and mangled, leg amputated at hospital; death resulted two days later.
".....	Hand struck against saw.....	Loss of hand.
Orange.....	When cleaning out sawdust, hand struck against saw.	Hand lacerated by saw; some of bones of hand removed; hand permanently crippled.
".....	Tongue of wagon he was helping to unload suddenly flopped, striking him on head.	Skull crushed, causing instant death.

Table VIII.—Accidents in Portable Sawmills—Concluded.

COUNTY.	Cause or Manner of Accident.	Nature and Extent of Injury.
Otsego.....	Hand caught in saw.....	Loss of several fingers; serious case.
".....	Hand caught between belt and pulley...	Hand badly crushed.
St. Lawrence.....	Handling large log which fell over on his leg.	Leg fractured and sprained.
".....	Log rolled from pile on leg.....	Leg and ankle badly fractured.
".....	Large circular saw burst.....	Struck victim's arm, cutting through bones and muscles; loss of arm.
Saratoga.....	Fell, striking arm against saw.....	Badly cut at wrist, causing permanent stiffness of thumb.
Schoharie.....	While cleaning out sawdust, struck shoulder against saw.	Shoulder blade cut through by saw and shoulder lacerated.
".....	Struck hand against saw.....	Two fingers cut off and two others so badly lacerated as to necessitate amputation.
Seneca.....	Struck hand against saw.....	Two fingers badly mutilated; one had to be amputated.
Steuben.....	Sleeve caught in saw drawing him against it.	Top of head nearly cut off; death probable.
".....	Log being placed on carriage slipped, throwing him against saw.	Right leg cut off close to body, left terribly lacerated; also cut and lacerated in abdominal region; death probable.
Suffolk.....	Struck hand against saw.....	Loss of two fingers.
Sullivan.....	Hand caught in machinery.....	Loss of thumb and part of finger.
Ulster.....	Glove caught in saw, drawing hand against it.	Loss of four fingers of hand.
Warren.....	Hand caught in saw.....	Several fingers badly mangled; one amputated.
".....	Explosion of boiler.....	Head blown off and body badly mangled.
Washington.....	Hand thrown against saw.....	Loss of one finger and part of another.
Westchester.....	Thrown or fell against saw.....	Killed.
Yates.....	Broken piece of metal thrown from saw	Chest crushed, broken ribs penetrated lungs; death expected.

II.94 NEW YORK STATE DEPARTMENT OF LABOR.

TABLE IX—CHILDREN'S EMPLOYMENT CERTIFICATES ISSUED BY SEPTEMBER

LOCALITY.	Issued before Oct. 1, 1906, but re- ported in 1907.	ISSUED		
		Oct.	Nov.	Dec.
ALBANY COUNTY.				
Albany city.		21	19	9
Coeymans town.....				
Cohoes city.....		23	24	11
Colonie town.....		4	3	
Watervliet city.....		16	10	8
ALLEGANY COUNTY.				
Andover village.....		1		
Belmont village.....				
BROOME COUNTY.				
Binghamton city.....		27	14	15
Endicott village.....				1
Lestershire village.....		3	2	
CATTARAUGUS COUNTY.				
Carrollton town.....				
Olean city.....		3	12	
CAYUGA COUNTY.				
Auburn city.....		10	10	1
(Kellogsville) Niles town.....		2		
CHAUTAUQUA COUNTY.				
Dunkirk city.....		4	3	
Falconer village.....				
Fredonia village.....				
Silver Creek village.....	1			
CHEMUNG COUNTY.				
Big Flats village.....				
Elmira Heights village.....		2		
Elmira City.		14	4	7
CHENANGO COUNTY.				
New Berlin village.....		1	1	1
Oxford village.....				
Sherburne village.....		1		
CLINTON COUNTY.				
Peru town.....			1	
Rouses Point village.....				
COLUMBIA COUNTY.				
Claverack town.....				
Ghent town.....				
Greenport town.....				1
Hudson city.....		5	5	
Kinderhook town.....		2	1	
Philmont village.....		2	1	1
Stockport town.....		4	1	1
Stuyvesant town.....		1		
Valatie village.....			1	
CORTLAND COUNTY.				
Cortland city.....				
Homer village.....				1
McGrawville village.....		2	2	1
DELAWARE COUNTY.				
Hamden town.....				
Sidney village.....		2	1	1
DUTCHESS COUNTY.				
Fishkill Landing village.....		1	2	1
Mattenawan village.....		1	3	1
Poughkeepsie city.....		11	9	3
Red Hook village.....			2	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.95

LOCAL BOARDS OF HEALTH IN THE TWELVE MONTHS ENDED 30, 1907.

BETWEEN OCTOBER 1, 1906, AND SEPTEMBER 30, 1907.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
29	11	13	16	9	27	37	18	22	231
3	1								4
16	17	19	30	16	28	44	16	17	261
5	1	1	5	2	1	1	2		25
3	4	5	8	9	9	13	7	7	99
		1		1	3				6
				1					1
10	14	11	21	8	4	6	5	26	161
3			5	4			2		15
1			2		2	6	1	1	18
		1							1
2	6	4	7	6	2			12	54
5	6	4	11	9	22	31	9	29	147
									2
2			4	1				14	28
2				3	5	7	8	3	28
1			1	1	12	8			23
					2	8	2		12
1		1	4						6
									2
4	4		5	2	5	23	4	7	79
		1		1	3	1			9
					4				4
		1			2	4	2		10
	1	1			1	1		1	6
					4	6			10
2			4	3	1	1			11
			1		1				2
									1
3	2	4	4	9	7	3	2	5	49
			1			1			5
	2	1		1	5		5		18
	2	3	5	2	4		3	3	28
2									1
									3
1		3		3	1		17	2	27
				2			2		5
			1		3				9
			2	1					3
	1	3	1	1		3		2	15
1		1		3	8	6	3	4	30
4	2		2	1	4	9		3	30
13	7	6	11	5	7	22	4	10	108
		2	2	1					7

II.96 NEW YORK STATE DEPARTMENT OF LABOR.

Table IX—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1906, but re- ported in 1907.	ISSUED		
		Oct.	Nov.	Dec.
ERIE COUNTY.				
Buffalo city.....		108	76	50
Akron village.....		1		
Brant town.....				
Cheektowaga town.....			1	
East Hamburg town.....				
East Aurora village.....				
Lancaster village.....		2	1	
Newstead town.....		2	2	
Springville village.....				
Tonawanda city.....		6	13	2
West Seneca town.....		1	1	1
Williamsville village.....		1		1
Essex County.				
Chesterfield town.....				
Keseeville village.....		5	1	2
Ticonderoga town.....				
FULTON COUNTY.				
Gloversville city.....		3		
Johnstown city.....		4	5	7
Johnstown town.....	4			
Mayfield village.....				2
GENESEE COUNTY.				
Batavia village.....		2	3	2
LeRoy village.....				3
Oakfield village.....				
GREENE COUNTY.				
Athens village.....		1		
Catskill village.....		5		
Catskill town.....				
Coxsackie village.....				
HERKIMER COUNTY.				
Dolgeville village.....		5		1
Frankfort village.....				
Herkimer village.....		3		1
Ilion village.....			2	3
Little Falls city.....			5	3
Middleville village.....		1		
JEFFERSON COUNTY.				
Carthage village.....				
Watertown city.....		1	1	1
KINGS COUNTY. (See N. Y. City, Brooklyn Borough.)				
LEWIS COUNTY.				
Croghan town.....				
Harrisville village.....				
New Bremen village.....		4		2
LIVINGSTON COUNTY.				
Geneseo village.....		2		4
Mt. Morris village.....				
MADISON COUNTY.				
Madison town.....	1			
Oneida city.....		3		
Stockbridge town.....				
Sullivan town.....				
MONROE COUNTY.				
Brockport village.....			3	
Fairport village.....				
Irondequoit town.....				
Rochester city.....		64	57	42
Wheatland town.....				

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.97

of Health in the Twelve Months Ended September 30, 1907—Continued.

BETWEEN OCTOBER 1, 1906, AND SEPTEMBER 30, 1907.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
80	65	73	132	87	226	199	73	81	1,250
.....	1	1	2	.....	.....	.....	.....	1	6
.....	.....	.....	.....	.....	.....	.....	.....	14	14
.....	1	1	.....	1	.....	.....	.....	2	6
1	.....	.....	1	2	.....	.....	.....	3	7
.....	.....	.....	.....	.....	.....	.....	8	.....	8
1	.....	1	4	2	9	2	.....	2	24
.....	.....	4	5	1	.....	.....	.....	.....	14
.....	.....	.....	.....	.....	.....	5	.....	.....	5
10	5	9	14	9	17	1	.....	4	90
.....	.....	.....	1	.....	.....	1	6	2	13
.....	3	1	4	.....	2	.....	.....	1	13
.....	.....	.....	.....	.....	.....	1	.....	1	2
3	.....	.....	2	1	.....	2	.....	1	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	2
10	13	13	23	13	16	25	8	21	145
1	4	8	5	10	6	12	6	6	74
.....	1	.....	3	2	.....	.....	.....	2	1
.....	.....	.....	.....	.....	.....	.....	.....	.....	9
10	5	4	8	6	9	14	4	4	71
5	2	7	1	.....	.....	19	2	.....	38
.....	.....	.....	.....	.....	.....	6	.....	.....	7
.....	.....	.....	1	3	3	.....	.....	.....	8
.....	.....	1	.....	8	3	2	.....	1	20
.....	.....	.....	1	.....	.....	.....	.....	.....	1
1	.....	1	.....	1	.....	.....	.....	2	5
.....	.....	.....	2	1	9	7	1	4	31
.....	3	.....	3	3	8	4	2	1	24
3	1	4	3	.....	4	3	3	2	27
.....	1	1	1	3	7	.....	2	5	25
4	4	5	10	14	10	10	8	4	77
.....	.....	.....	.....	.....	.....	.....	.....	.....	1
.....	.....	.....	.....	3	7	.....	.....	.....	10
3	1	4	6	.....	4	3	.....	3	27
.....
.....	1	1	.....	.....	.....	.....	.....	.....	2
.....	2	6	.....	2	1	.....	.....	1	19
1	.....	.....	.....	.....	.....	.....	.....	.....	.....
3	.....	4	2	5	.....	16	.....	6	42
.....	.....	.....	.....	.....	.....	6	.....	.....	6
.....
3	1	4	4	4	26	11	4	.....	60
.....	.....	1	.....	.....	2	2	.....	1	1
.....	.....	.....	.....	.....	.....	.....	.....	.....	5
.....	1	1	1	5	10	7	1	4	33
.....	.....	.....	.....	4	9	7	3	.....	23
1	.....	.....	1	.....	.....	.....	1	.....	3
45	67	43	64	65	160	196	72	90	965
.....	.....	.....	.....	.....	1	.....	.....	.....	1

II.98 NEW YORK STATE DEPARTMENT OF LABOR.

Table IX—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1906, but re- ported in 1907.	ISSUED		
		Oct.	Nov.	Dec.
MONTGOMERY COUNTY.				
Amsterdam city.....		26	8	14
Akin village.....			1	
Hagaman village.....		2	1	
Harrower village.....		1		
Glen town.....				
St. Johnsville village.....			2	
NASSAU COUNTY.				
Farmingdale village.....		4		
Hempstead town.....				
Rockville Centre village.....				
NEW YORK CITY.				
Bronx borough.....		194	132	85
Brooklyn borough.....		161	80	52
Manhattan borough.....		1,258	844	578
Queens borough.....		64	46	20
Richmond borough.....		15	13	8
Total, New York City.....		1,692	1,115	743
NIAGARA COUNTY.				
Lockport city.....		2		
Newfane town.....				
Niagara Falls city.....		17	15	12
Wilson town.....				
ONEIDA COUNTY.				
Augusta town.....				
Camden village.....				
Clayville village.....		1		
Kirkland town.....				
Lee town.....				
New Hartford town..				3
Oriskany Falls village.....				
Paris town.....			1	
Rome city.....		7	6	7
Utica city.....		34	13	43
Vernon village.....				
Waterville village.....				
Whitesboro town.....		4	2	2
Yorkville village.....				
ONONDAGA COUNTY.				
Camillus town.....		2		
Baldwinsville village.....		1		
Fayetteville village.....				
Marcellus village.....				
Solvay village.....				
Syracuse city.....		65	59	54
ONTARIO COUNTY.				
Canandaigua village.....				
Clifton Springs village..				
Shortsville village.....				
ORANGE COUNTY.				
Middletown city.....		4	1	2
Montgomery village.....				
Newburgh city.....		8	12	6
Newburgh town.....				
New Windsor town.....				
Port Jervis village.....	2	1		
Walden village.....		2	5	
ORLEANS COUNTY.				
Medina village.....		1	1	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.99

of Health in the Twelve Months Ended September 30, 1907—Continued.

BETWEEN OCTOBER 1, 1906, AND SEPTEMBER 30, 1907.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
26	15	34	21	22	57	43	25	39	330
2		2	1	1	2		1	2	10
		1	1			2			9
			1		2				4
			2	1					3
1	3			1	4	8	1		20
									4
			1						1
					1				1
131	180	134	157	114	203	200	70	275	1,875
138	121	78	128	49	77	57	49	88	1,078
776	1,105	818	1,102	859	1,501	1,333	381	1,711	12,266
39	54	63	48	40	63	91	47	94	669
10	15	7	22	5	15	15	5	14	144
1,094	1,475	1,100	1,457	1,067	1,859	1,696	552	2,182	18,032
									2
								15	15
16	7	5	15	14	24	16	12	10	163
								14	14
					1	2		1	4
		2	2			6	12		22
		1			1		1		4
	1	1	2		3	1	1	2	11
						2			2
4	1	9	3	1	7	2	1		31
1			2	1		11	1		16
1					1	1	1	1	6
2	2	5	5	8	23	30	2	3	100
40	15	18	34	32	42	106	26	57	440
							5		5
2			3		2	4			11
4		3	2	3			4	4	28
					11	1	1		13
2			2		6	2			14
					3	2	3	1	10
				4	1	12	21	1	39
5			4		3	2	1		15
		1							1
38	51	54	49	53	109	142	50	92	816
						3			3
					2	1		1	1
									3
6	7	4	1	8	2	4	4	16	59
			1	2	2	3			8
3	4		7	8	2	21	5	4	80
				1					1
1	1				1	1			4
1	3	8	4		1	4	3	1	26
8	4	1	1	2	5	6	2	2	38
1	1	1	3	2	8	5	3	2	28

II.100 NEW YORK STATE DEPARTMENT OF LABOR.

Table IX—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1906, but re- ported in 1907.	ISSUED		
		Oct.	Nov.	Dec.
OSWEGO COUNTY.				
Fulton city.....		4	4	1
New Lisbon town.....				
Oswego city.....		19	9	8
Pulaski village.....				
Schroeppel town.....				
Scriba town.....			2	
OTSEGO COUNTY.				
Oneonta village and town.....			1	
Cooperstown village.....			1	
Hartwick town.....				
Middlefield town.....		1		
Otsego town.....				
Richfield town.....				
QUEENS COUNTY. (See N. Y. City, Queens Borough.)				
RENSSELAER COUNTY.				
Berlin town.....				
Castleton village.....				
Hoosick Falls village.....	13	4	2	
Nassau village.....		1		
Sand Lake town.....				
Schaghticoke village.....				
Schodack town.....		1		
Troy city.....		37	28	12
Valley Falls village.....				1
RICHMOND COUNTY. (See N. Y. City, Richmond Borough.)				
ROCKLAND COUNTY.				
Clarkstown town.....			2	
Spring Valley village.....		4	1	
Stony Point town.....				
Ramapo town.....				
West Haverstraw village.....				
ST. LAWRENCE COUNTY.				
Norwood village.....		3		
Potsdam village.....		1		
St. Regis Falls town.....				8
Santa Clara town.....				
Waverly town.....				
SARATOGA COUNTY.				
Ballston Spa village.....				1
Mechanicville village.....		1		
Milton town.....	6	1		
Saratoga Springs village.....		6	3	2
Stillwater town.....		3		
South Glens Falls village.....			1	
Waterford village.....		6	4	
SCHENECTADY COUNTY.				
Glenville town.....				
Rotterdam town.....		1		
Schenectady city.....		32	15	15
Scotia village.....		1		
SCHUYLER COUNTY.				
Weston village.....				
SENECA COUNTY.				
Waterloo village.....				

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.101

of Health in the Twelve Months Ended September 30, 1907—Continued.

BETWEEN OCTOBER 1, 1906, AND SEPTEMBER 30, 1907.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
4	1	3	2	3	25	37	7	6	97
15	12	12	16	12	55	26	16	20	220
		1	2	3	4	4			8
					1				6
									3
		1	1	2	2	5			12
					1				1
					1				1
1					1				2
			1						1
11	1	2	4	3					3
5	1	2	4	2	3	1			24
				5	2			5	30
			2	1					1
			2	2					3
									4
									1
17	9	8	16	4	93	60	15	53	361
		1			2	4	1	1	10
	1	1							4
									5
									6
				2	6				3
1					1				1
1					1				3
									3
									8
						3			3
						18			18
			1						1
2	2	2	5	1	10	4	5	4	37
3	1	1	6	1	2			1	16
1	4	4	4	11	7	2		5	49
				2	3				6
									3
2	4	1	5	3	8	6			39
	1								1
									4
22	12	10	22	19	57	35	10	31	280
		1	8		2	6			13
						2			2
				1	1	2	2	1	7

II.102 NEW YORK STATE DEPARTMENT OF LABOR.

Table IX—Children's Employment Certificates Issued by Local Boards.

LOCALITY.	Issued before Oct. 1, 1906, but re- ported in 1907.	Issued		
		Oct.	Nov.	Dec.
STEUBEN COUNTY.				
Addison village.....				
Corning city.....				
Corning town.....				
Hornell city.....		4	10	5
SUFFOLK COUNTY.				
Brookhaven town.....		2	2	4
Deerpark town.....			1	
Sag Harbor village.....		6	1	4
TOMPKINS COUNTY.				
Ithaca city.....		8	3	2
ULSTER COUNTY.				
Ellenville village.....	8	4	4	
Kingston city.....		29	26	13
Phoenicia village.....				
Riffton village.....	1	3	3	1
Rosendale town.....		3	2	3
Ulster town.....				4
Saugerties village.....	4			
Wallkill village.....				
WARREN COUNTY.				
Glens Falls village.....		8	1	
WASHINGTON COUNTY.				
Granville village.....				
Greenwich village.....			1	1
Whitehall village.....			2	
WAYNE COUNTY.				
Clyde village.....			1	
Lincoln village.....				
Lyons village.....		2	4	
Macedon town.....		3		
Marion town.....				
Newark village.....		6	5	3
Palmyra town.....			6	
South Butler town.....		1		
Williamson town.....	2	4	4	
WESTCHESTER COUNTY.				
Cortlandt town.....		1	5	3
Hastings-on-Hudson village.....				
Mt. Vernon city.....	7	6	3	2
North Tarrytown village.....				
Peekskill village.....		4	2	
Port Chester village.....		3	2	4
Rye village.....				
Yonkers city.....		5	18	4
WYOMING COUNTY.				
Perry village.....		2	2	
Silver Springs village.....		1		
Total.....	49	2,492	1,725	1,178

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.103

of Health in the Twelve Months Ended September 30, 1907—Concluded.

BETWEEN OCTOBER 1, 1906, AND SEPTEMBER 30, 1907.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
							1		1
	1	2	3	3	3	4			16
		1							1
4	3	5	9	1	26	6	2	7	82
7	1		1	3	10	3	2	5	40
3	1	1	4	1		6	2	4	33
2	1	1	2	1	1		2	2	25
8	1	3	6	4	2	2	1	2	37
15	16	19	27	19	44	37	14	15	274
					1				1
1									8
2	1	1	6	3	5	2		3	31
4		1	3	3		1			16
			6						6
			1			1		1	3
11	7	4	5	4	10	6	16		72
1	1								2
	1	1	1	2	1	1	1		10
					3	4			9
									1
	1	2	1	4	5	6		3	28
									3
1	3	6	2	4	11	18	5	1	65
									6
					3	1			1
									12
			2	2	2			4	19
					2	1			3
		1							12
1			1	2	1		1		6
2		1	2	3	2	6	3	5	30
4	4	3	5	9		6			40
	1		1	1				1	4
	5	4	10	5	8	20	15	19	113
2		3		4	6	7	1	3	30
			3			2			6
1,710	1,950	1,645	2,278	1,747	3,347	3,312	1,176	3,069	25,629

II.104 NEW YORK STATE DEPARTMENT OF LABOR.

TABLE X—CERTIFICATES OF BOILER INSPECTION FILED WITH THE BUREAU OF FACTORY INSPECTION.

[NOTE.—In the cities of New York and Buffalo, boilers in factories are inspected under municipal ordinances; outside those cities certificates of boiler inspection must be filed with the Bureau of Factory Inspection. In this table, the unit is the establishment and not the certificate or the number of boilers.]

COUNTY.	FACTORIES IN WHICH BOILERS ARE		
	Insured.	Not insured.	Total.
Albany.....	169	25	194
Allegany.....	23	24	47
Broome.....	84	18	102
Cattaraugus.....	44	11	55
Cayuga.....	33	27	60
Chautauqua.....	92	56	148
Chemung.....	57	11	68
Chenango.....	43	13	56
Clinton.....	16	16	32
Columbia.....	45	14	59
Cortland.....	31	16	47
Delaware.....	80	17	97
Dutchess.....	77	13	90
Erie.....	67	17	84
Essex.....	20	9	29
Franklin.....	23	10	33
Fulton.....	73	14	87
Genesee.....	36	14	50
Greene.....	20	3	23
Herkimer.....	84	5	89
Jefferson.....	71	21	92
Lewis.....	25	7	32
Livingston.....	29	8	37
Madison.....	41	7	48
Monroe.....	354	32	386
Montgomery.....	83	7	90
Nassau.....	17	39	56
Niagara.....	91	8	99
Oneida.....	204	17	221
Onondaga.....	153	13	166
Ontario.....	47	22	69
Orange.....	101	22	123
Orleans.....	25	5	30
Oswego.....	64	23	87
Otsego.....	44	13	57
Putnam.....	4	6	10
Rensselaer.....	161	24	185
Rockland.....	27	11	38
St. Lawrence.....	59	46	105
Saratoga.....	84	14	98
Schenectady.....	17	6	23
Schoharie.....	21	15	36
Schuyler.....	10	5	15
Seneca.....	23	3	26
Steuben.....	39	36	75
Suffolk.....	47	34	81
Sullivan.....	13	16	29
Tioga.....	20	24	44
Tompkins.....	39	14	53
Ulster.....	62	40	102
Warren.....	24	3	27
Washington.....	43	14	57
Wayne.....	50	19	69
Westchester.....	69	23	92
Wyoming.....	27	7	34
Yates.....	20	16	36
Total.....	3,325	953	4,278

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.105

Table X—Certificates of Boiler Inspection Filed with the Bureau of
Factory Inspection—Concluded.

COUNTY.	FACTORIES IN WHICH BOILERS ARE		
	INSURED.	NOT INSURED.	TOTAL.
RAILWAY SHOPS, PUMPING STATIONS, ETC.			
Boston & Maine R.R.....	19	.....	19
Erie R. R.....	6	.....	6
New York Central R. R.....	216	.....	216
N. Y., N. H. & H. R. R.....	20	.....	20

TABLE XI—STATISTICS OF FACTORIES INSPECTED IN

COUNTY.	Number of inspections.	PLACES INSPECTED.			Number of establishments with no employees.	Number of owners at work.	LARGEST Office help.
		Once.	More than once.	Total.			
Albany.....	809	803	3	806	28	421	856
Allegany.....	116	114	1	115	.....	81	78
Broome.....	263	263	.....	263	4	237	464
Cattaraugus.....	138	108	15	123	2	51	159
Cayuga.....	193	191	1	192	3	57	360
Chautauqua.....	311	295	8	303	6	162	615
Chemung.....	200	198	1	199	.....	117	289
Chenango.....	105	99	3	102	1	78	83
Clinton.....	149	149	.....	149	1	96	86
Columbia.....	108	108	.....	108	5	43	93
Cortland.....	101	99	1	100	.....	32	100
Delaware.....	83	83	.....	83	.....	66	61
Dutchess.....	277	277	.....	277	9	128	265
Erie.....	1,738	1,724	7	1,731	23	927	5,022
Essex.....	80	78	1	79	.....	39	27
Franklin.....	142	142	.....	142	.....	105	62
Fulton.....	265	265	.....	265	.....	35	160
Genesee.....	99	94	2	96	1	36	168
Greene.....	58	58	.....	58	3	25	24
Hamilton.....	3	3	.....	3	.....	.....	.....
Herkimer.....	150	134	8	142	.....	17	244
Jefferson.....	179	143	18	161	1	56	187
Kings*.....	5,106	5,016	43	5,059	22	2,841	3,969
Lewis.....	53	51	1	52	1	25	2
Livingston.....	134	130	2	132	.....	85	44
Madison.....	109	109	.....	109	2	40	45
Monroe.....	1,619	1,600	10	1,610	23	1,064	2,520
Montgomery.....	137	137	.....	137	2	24	189
Nassau.....	194	194	.....	194	7	130	48
New York*.....	21,393	20,437	476	20,913	45	12,010	27,568
Niagara.....	292	290	1	291	4	104	643
Oneida.....	409	400	4	404	6	147	499
Onondaga.....	631	610	10	620	9	539	1,562
Ontario.....	123	121	1	122	4	113	200
Orange.....	213	213	.....	213	3	94	309
Orleans.....	59	59	.....	59	.....	33	39
Oswego.....	170	168	1	169	6	168	232
Otsego.....	97	97	.....	97	.....	69	73
Putnam.....	27	27	.....	27	.....	10	17
Queens*.....	538	538	.....	538	18	319	783
Rensselaer.....	548	548	.....	548	1	246	673
Richmond*.....	196	196	.....	196	.....	80	310
Rockland.....	95	95	.....	95	1	22	94
St. Lawrence.....	279	275	2	277	.....	255	153
Saratoga.....	216	214	1	215	4	76	213
Schenectady.....	212	212	.....	212	2	112	2,024
Schoharie.....	80	80	.....	80	.....	32	25
Schuyler.....	35	35	.....	35	.....	22	23
Seneca.....	80	80	.....	80	3	28	121
Steuben.....	238	238	1	237	.....	135	232
Suffolk.....	263	261	1	262	7	202	111
Sullivan.....	42	42	.....	42	4	32	3
Tioga.....	98	98	.....	98	.....	60	63
Tompkins.....	174	170	2	172	.....	70	67
Ulster.....	224	224	.....	224	4	81	118
Warren.....	129	129	.....	129	.....	32	113
Washington.....	119	119	.....	119	8	46	135
Wayne.....	170	170	.....	170	7	64	98
Westchester.....	500	494	3	497	3	147	775
Wyoming.....	94	92	1	93	5	31	63
Yates.....	129	60	34	94	2	62	27
Grand Total.....	40,792	39,455	663	40,118	290	22,459	53,586
*New York City.....	27,233	26,187	519	26,706	85	15,250	32,630

11

11

II.108 NEW YORK STATE DEPARTMENT OF LABOR.

Table XI—Statistics of Factories Inspected in Each

COUNTY.	NUMBER OF EMPLOYERS AT TIME						
	Grand total.	OFFICE FORCE.			SHOP		
		Total.	Thereof—		Total.	Men, 18 years+.	Youths, 16-18.
			Boys, 14-16.	Girls, 14-16.			
Albany.....	27,815	856			26,959	17,308	258
Allegany.....	1,391	78			1,313	1,130	17
Broome.....	12,325	464			11,861	7,527	183
Cattaraugus.....	4,504	157			4,347	3,727	107
Cayuga.....	8,768	360			8,408	6,055	260
Chautauqua.....	13,898	608	2	1	13,290	10,560	453
Chemung.....	6,803	292			6,511	4,424	80
Chenango.....	2,196	83			2,113	1,612	22
Clinton.....	2,402	86			2,316	1,699	61
Columbia.....	4,978	93			4,885	3,093	137
Cortland.....	3,693	100			3,593	2,828	45
Delaware.....	1,606	61			1,545	1,155	33
Dutchess.....	10,409	256			10,153	7,572	232
Erie.....	79,578	4,994	19	1	74,584	61,271	1,716
Essex.....	1,594	27			1,567	1,413	13
Franklin.....	1,947	62			1,885	1,512	79
Fulton.....	8,869	160	1		8,709	5,647	88
Genesee.....	3,579	165	1	1	3,414	2,703	32
Greene.....	1,787	24	1		1,763	1,396	39
Hamilton.....	58				58	56	12
Herkimer.....	10,310	244	7		10,066	7,561	212
Jefferson.....	8,529	184			8,345	7,615	24
Kings*.....	130,249	3,936	16		126,313	87,767	2,808
Lewis.....	712	2			710	689	
Livingston.....	1,520	44			1,476	1,056	39
Madison.....	2,964	45			2,919	2,246	33
Monroe.....	51,605	2,520	20	2	49,085	32,265	1,174
Montgomery.....	13,247	189	2		13,058	7,092	201
Nassau.....	2,007	48			1,959	1,776	22
New York*.....	455,315	27,328	272	26	427,987	264,654	5,173
Niagara.....	13,393	638	4		12,755	10,218	256
Oneida.....	24,111	535			23,576	14,480	391
Onondaga.....	29,054	1,559	10		27,495	21,822	541
Ontario.....	3,892	198			3,694	2,993	84
Orange.....	12,812	309	1		12,503	9,296	281
Orleans.....	1,252	39			1,213	1,025	28
Oswego.....	9,029	231	1		8,798	6,272	201
Otsego.....	2,114	73			2,041	1,559	21
Putnam.....	1,137	17			1,120	1,005	16
Queens*.....	23,390	783	5		22,607	18,296	557
Rensselaer.....	26,743	672	2		26,071	12,806	390
Richmond*.....	9,291	306	1		8,985	7,969	94
Rockland.....	5,389	94			5,295	4,635	171
St. Lawrence.....	5,697	153			5,544	4,612	97
Saratoga.....	8,168	211			7,957	5,796	65
Schenectady.....	24,305	2,024	17		22,281	20,009	159
Schoharie.....	688	25			663	505	1
Schuyler.....	530	23			507	440	3
Seneca.....	3,266	121			3,145	2,523	51
Steuben.....	8,128	232			7,896	5,934	260
Suffolk.....	3,547	111	2		3,436	2,432	103
Sullivan.....	272	3			269	257	1
Tioga.....	1,414	63			1,351	1,014	13
Tompkins.....	1,942	67			1,875	1,575	18
Ulster.....	8,542	118			8,424	6,218	142
Warren.....	4,659	113			4,546	2,668	9
Washington.....	4,322	127			4,195	2,909	57
Wayne.....	2,353	98			2,255	1,607	49
Westchester.....	21,947	737		1	21,210	16,157	496
Wyoming.....	2,963	61	1		2,902	2,002	24
Yates.....	780	26			754	589	4
Grand Total.....	1,139,788	53,238	385	32	1,086,555	745,032	18,107
*New York City.....	618,245	32,353	294	26	585,892	378,686	8,632

† Including children discharged for

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.109

County, Year Ended September 30, 1907—Concluded.

OF INSPECTION.						WEEKLY HOURS OF LABOR.				Children under 14 years found in—	
FORCE.			ALL CHILDREN 14 TO 16 YEARS OLD.†			NUMBER EMPLOYEES IN SHOPS WHO WORK—				Office.	Shop.
Boys, 14-16.	Women, 16 yrs. +	Girls, 14-16.	Office.†	Shop.†	Total.†	51 hrs. or less.	52 to 57 hours.	58 to 63 hours.	Over 63 hours.		
191	8,948	254		445	445	2,624				12	1
3	163			3	3	15				10	
44	4,071	36		80	80	809				8	8
37	453	23		60	60	68				16	
71	1,977	45		116	116	191				12	
121	2,013	143	3	264	267	188				18	
10	1,976	21		31	31	223				10	
11	455	13		24	24	52				5	
12	528	16		28	28	77				8	1
77	1,533	45		122	122	89				14	
9	691	20		29	29	81				16	
9	337	11		20	20	161				7	2
80	2,204	65		145	145	776				16	
503	10,713	291	20	884	904	3,421				4	21
4	136	1		5	5	331				15	
18	273	3		21	21	32				15	
78	2,834	62	1	140	141	98				9	1
20	631	27	2	47	49	197				16	
18	315	15	1	31	34	14				4	
54	2,194	45	7	99	106	8				18	
8	687	11		19	19	543				17	
781	33,766	1,188	16	1,969	1,985	11,579				6	25
1	20			1	1	11				10	
6	268	7		13	13	63				10	
18	601	21		39	39	340				16	
423	14,786	437	23	880	882	2,522				18	8
148	5,428	189	2	337	339	43				15	
5	151	5		10	10	40				17	
1,895	153,706	2,759	298	4,454	4,752	62,797				11	46
91	2,117	73	4	164	168	1,033				5	2
209	8,131	365		574	574	433				14	2
231	4,675	226	10	457	467	912				10	1
19	595	3		22	22	107				0	2
138	2,732	56	1	164	165	984				6	
17	143			17	17	43				3	
112	2,108	110	1	223	223	95				11	
8	448	5		13	13	112				5	
5	94			5	5	42				6	
239	3,278	287	5	476	481	3,496				18	5
149	12,588	138	2	287	289	1,127				8	
29	864	29	1	58	59	434				7	
63	424	12		65	65	127				5	
14	781	40		54	54	462				3	
33	2,083	30		63	63	1,636				19	
51	2,044	18	17	69	86	325				18	
2	154	1		3	3	24					
9	559	3		12	12	30				2	
47	1,643	12		59	59	102				12	
56	789	56	2	112	114	274				15	
2	9			2	2	10				17	4
5	314	5		10	10	64				17	
3	279			3	3	247				4	
214	1,736	114		328	328	272				10	
41	1,801	27		68	68	90				3	
10	1,205	14		24	24	833				13	
30	545	24		54	54	60				17	
103	4,393	61	1	164	165	3,200				3	1
13	847	16	1	29	30	22				3	1
4	156	1		5	5	23				14	
6,542	309,605	7,369	417	13,911	14,328	103,973				10	130
2,744	191,617	4,213	320	6,957	7,277	78,306				12	76

lack of employment certificate.

TABLE XII—STATISTICS OF FACTORIES

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR		
		Once.	More than once.			Office help.	Shop force.	Total
ALBANY COUNTY.....	809	803	3	28	421	856	27,471	28,327
Albany (See Table XIII).....	575	573	1	27	347	517	13,535	14,052
Coeymans.....	6	6					363	
Building brick.....	4	4					347	
Cohoes.....	134	130	2		46	162	8,501	8,663
Knit goods.....	23	23			1	52	3,171	3,223
Cotton goods.....	8	8				26	2,761	2,787
Rolling mills.....	1	1				8	606	
Shirts, collars and cuffs.....	4	4				7	554	
Brass and bronze ware.....	1	1				4	252	
Colonie.....	13	13			1	48	1,983	2,031
Iron castings.....	2	2				15	1,215	1,230
Car wheels and railway equip- ment.....	2	2				13	285	
Green Island.....	17	17			4	61	1,458	1,519
Railway repair shops.....	1	1				32	519	
Laundries (non Chinese).....	1	1				4	356	
Iron castings.....	3	3				9	232	
Knit goods.....	1	1				6	224	
Latham's Corners.....	1	1					5	
Ravena.....	6	6		1	3	2	184	
Slingerlands.....	2	2					86	
Voorheesville.....	5	5			1	3	60	
Watervliet.....	50	50			19	63	1,296	1,359
Woolens and worsteds.....	1	1				5	330	
Shirts, collars and cuffs.....	1	1				9	259	
ALLEGANY COUNTY.....	116	114	1		81	78	1,523	1,601
Alfred.....	7	7			6	4	187	
Andover.....	9	9			9	4	148	
Angelica.....	7	7			5	3	90	
Belfast.....	7	7			7	1	19	
Belmont.....	8	8			7	14	171	
Bolivar.....	10	10			9	3	40	
Canaseraga.....	4	4			4		11	
Cuba.....	18	18			10	13	133	
Filmore.....	7	7			3	1	56	
Friendship.....	9	7	1		5	5	145	
Wellsville.....	30	30			16	30	523	
BROOME COUNTY.....	263	263		4	237	464	12,196	12,664
Binghamton.....	211	211		1	191	298	7,861	8,052
Cigars.....	36	36			37	26	2,493	
Furniture and upholstery.....	6	6			9	14	569	
Tailoring.....	14	14			16	19	519	
House trim.....	6	6			6	17	288	
Printing and publishing.....	13	13			8	24	256	
Scales, etc.....	3	3				19	203	
Hardware.....	2	2			4	8	203	
Carriages, wagons and sleighs.....	3	3			3	3	202	
Silk and silk goods.....	2	2			2	5	197	
Center Lisle.....	1	1					28	
Chenango Forks.....	3	3		1	3		6	
Deposit a.....	11	11			10	5	155	
Printing and publishing §.....	4	4			3	36	204	
Endicott.....	9	9		1	5	113	1,851	
Boots and shoes.....	2	2				113	1,431	
Leather.....	2	2					315	
Lestershire.....	12	12			14	45	2,124	
Boots and shoes.....	1	1				26	1,615	
Furniture and upholstery.....	1	1			2	6	229	

a See also Deposit under Delaware county.

§ Including employees in printing and publishing plants in Deposit under Delaware county.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

INSPECTED IN EACH COUNTY AND TOWN.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.					CH. 14 (in ex n
In office, etc	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
	Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
856	26,959	17,308	258	191	8,948	254	2,624	8,577	15,096	62		
517	13,069	8,789	66	62	4,014	138	2,256	5,657	5,144	12		
	363	347	16						363			
	347	331	16						347			
162	8,501	4,210	82	88	4,027	94	111	1,241	7,135	14		
68	3,171	1,074	17	14	3,010	66		504	2,667			
26	2,761	1,258	38	47	1,398	80		67	2,694			
8	606	594	12						606			
7	554	51	3	8	452	16		18	536			
4	252	250		2				252				
48	1,983	1,875	47	13	46	2	150	51	1,782			
15	1,315	1,273	42				160		1,166			
13	285	275	3	7				7	278			
61	1,458	969	20	5	452	12	1	1,131	326			
32	519	510	9					519				
4	356	348	6	3	399	3		356				
9	232	232						232				
5	224	64	6	2	143	9			213			
5	5	5							5			
2	160	157	2		1				124	36		
84	84	75			9		21	59	4			
43	40	39	1					20	20			
59	1,296	842	24	23	399	8	85	418	793			
35	330	195	10	8	113	4	13		318			
88	259	53			206			259				
501	1,313	1,130	17	3	163		15	65	1,193	40		
129	125	117	1		7			5	120			
134	130	91	6	1	32			7	123			
88	85	82			3			2	83			
18	17	14			3			3	14			
183	169	165			4		2	3	160	4		
39	36	33			3			6	30			
9	9	8			1				9			
123	110	97	2		11		4	15	91			
53	52	47			5			7	45			
136	131	127	3		1			1	130			
479	449	349	5	2	93		9	16	388	36		
325	11,861	7,527	183	44	4,071	36	809	2,528	8,306	218		
840	7,542	4,219	132	30	3,126	35	798	2,126	4,475	143		
478	2,452	638	20	1	1,772	21	371	930	1,151			
668	554	515	19	8	12			4	550			
633	514	75	6	1	429	3		155	368	11		
296	279	262	13	4			6	103	170			
279	255	197	6	5	14	1	239	15				
222	203	193	10						203			
211	203	190			7			3	200			
200	197	190						15	182			
149	143	59	1	1	82			56	87			
17	17	17							17			
5	5	4			1				5			
160	155	108	1	1	45		10	79	66			
240	204	122	2	1	79		146	58				
900	1,847	1,325	25	6	490	1		257	1,576	14		
544	1,431	958	17	6	450			23	1,408			
316	316	309	6					150	165			
169	2,124	1,700	24	7	393			35	2,089			
641	1,615	1,252	15	6	342			6	1,609			
235	229	200	4		29				229			

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
BROOME COUNTY—Concluded.								
McClure.....	1	1						14
Sanitaria Springs.....	1	1						9
Union.....	6	6		1	9	2		40
Whitneys Point.....	5	5			4	1		74
Windsor.....	3	3			1			34
CATTARAUGUS COUNTY.....	138	108	15	2	51	159	4,903	5,1
Allegany.....	3	3			1	2		70
Delevan.....	6	6			3	1		34
East Salamanca.....	1	1				6		93
Ellicottville.....	5	5			4	3		74
Franklinville.....	11	11			3	9		389
<i>Fruit and vegetable canning</i>	1	1				6		206
Gowanda a.....	9	7	1		1	5		404
Killbuck.....	3	1	1		1	2		22
Lime Lake.....	1	1						2
Limestone.....	2		1			2		140
Little Valley.....	10	6	2	1	4	7		261
<i>Cutlery</i>	6	1	2			7		250
Machias.....	3	3			3			5
Machias Junction.....	1	1						7
Olean b.....	55	35	10	1	19	96	2,515	2,1
<i>Railway repair shops</i>	1	1				35		701
<i>Leather</i>	7	3	2			8		555
<i>Bottles and jars</i>	6		3			11		548
<i>Mineral oil products</i>	2	2				13		270
Portville.....	4	4			3			39
Randolph.....	5	5			2	5		118
Salamanca.....	16	16			7	18		636
<i>Leather</i>	2	2				6		240
Summit.....	1	1						4
Weston Mills.....	1	1						12
White House.....	1	1				3		78
CAYUGA COUNTY.....	193	191	1	3	57	360	8,977	9,
Auburn.....	132	130	1	2	31	350	8,560	8,
■ <i>Agricultural implements</i>	3	3				180	2,361	2,
<i>Boots and shoes</i>	1	1				38	2,140	2,
<i>Flax, hemp, and jute manufac- tures</i>	2	2				30	919	1
<i>Stationary engines, boilers, etc.</i>	6	6				26	634	
<i>Woolens and worsteds</i>	2	2				6	409	
<i>Carpets and rugs</i>	3	3			1	6	325	
<i>Rolling mills</i>	3	3				8	222	
Cato.....	6	6					16	
Genoa.....	3	3			1		6	
Locke.....	4	4			2		6	
Meridian.....	4	4			3		9	
Montesuma.....	1	1					12	
Moravia.....	12	12			8		44	
Port Byron.....	14	14		1	6	2	88	
Throopsville.....	3	3			2		32	
Union Springs.....	1	1				1	20	
Weedsport.....	13	13			4	7	184	
CHAUTAUQUA COUNTY.....	311	295	8	6	162	615	14,633	15,
Brocton.....	10	10			15	1	96	
Cassadaga.....	4	4			4		53	
Charlotte Center.....	1	1			1		12	
Cherry Creek.....	5	5			4	1	24	

a See also Gowanda under Erie county.
b Including North Olean and East Olean.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Broome-Chautauqua Co

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.			
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
14		14	14								14
9		9	9								9
42	2	40	40					1	4	35	
75	1	74	70				4			42	32
34		34	21	1		12			27	1	6
4,504	157	4,347	3,727	107	37	453	23	68	688	3,395	196
45	2	43	43							43	
35	1	34	31			3				32	2
99	6	93	89	4						93	
69	3	66	46			20			5	61	
377	9	368	202	7	4	153	2		139	227	2
811	6	806	75	3	4	182	8		188	78	
339	3	336	270	10	6	49	1			336	
24	2	22	19	1		2				22	
2		2	2							2	
142	2	140	140							140	
266	7	259	235			24				259	
255	7	248	225			23				248	
4		4	4					1		3	
7		7	7							7	
2,229	96	2,133	1,852	63	23	175	20	59	537	1,523	14
736	35	701	677	24						701	
419	8	411	387	3	1	78	2		3	408	
377	11	366	345	28	28	22	18		366		
252	13	239	238	1						231	8
37		37	37							37	
117	5	112	108	3		1		2		110	
615	18	597	551	16	4	26		6	7	406	178
210	6	205	205							205	
4		4	4							4	
12		12	12							12	
81	3	78	75	3						78	
3,768	360	8,408	6,055	260	71	1,977	45	191	1,102	7,093	22
3,378	350	8,028	5,825	257	70	1,831	45	167	1,062	6,799	
2,541	180	2,361	2,291	60	4	16			86	2,275	
2,779	38	1,741	871	125	60	656	29		89	1,652	
949	30	919	540	32		347				919	
560	26	534	524	10					516	18	
310	6	305	183	6		116				305	
331	6	325	102	4	8	213	4		6	319	
230	8	222	218	3	1				1	211	
13		13	11			2			2	11	
6		6	6							6	
6		6	4			2		2	2	2	
6		6	6					1		5	
12		12	12							12	
41		41	35			6		7	1	33	
72	2	70	34		1	35		13	20	37	
32		32	32							32	
21	1	20	20								20
181	7	174	70	3		101		1	15	156	2
3,898	608	13,290	10,560	453	121	2,013	143	188	7,621	5,443	38
97	1	96	81	3		12				94	2
34		34	26	1		7		1		32	1
8		8	8							8	
21	1	20	20						1	19	

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CHAUTAUQUA COUNTY—Concluded.								
Dunkirk.....	69	57	6	2	50	161	4,647	4,808
Locomotives.....	1	1				108	3,702	3,810
Cooking and heating apparatus..	1	1				16	368	384
Falconer.....	12	12				30	974	1,004
Woolens and worsteds.....	3	3				9	398	407
Forestville.....	3	3			2	1	57	58
Fredonia.....	28	28		3	22	34	401	435
Fruit and vegetable canning. . .	2	2				10	254	264
Frewsburg.....	1	1			1		2	2
Jamestown.....	113	109	2		30	339	7,285	7,624
Furniture and upholstery.....	37	33	2		7	85	2,439	2,524
Woolens and worsteds.....	6	6				30	1,952	1,962
Sheet metal work.....	2	2				110	1,043	1,153
Typewriting and registering ma- chines.....	1	1				2	260	262
House trim.....	8	8			3	14	292	306
Kennedy.....	6	6			2	2	36	38
Laona.....	3	3			3		8	8
Mayville.....	3	3			1	4	42	46
Ripley.....	7	7			5	3	78	81
Sherman.....	12	12			6	4	72	76
Silver Creek.....	14	14			6	20	501	521
Sinclairville.....	5	5			4	1	40	41
Stockton.....	3	3			2		48	48
Westfield.....	12	12		1	4	14	247	261
CHEMUNG COUNTY.....	200	198	1		117	289	7,674	7,963
Big Flats.....	6	6			5	2	137	139
Breesport.....	4	4			1	1	43	44
Chemung.....	1	1					2	2
Chemung Center.....	1	1					2	2
Elmira.....	151	149	1		93	241	5,622	5,863
House trim.....	10	10			4	23	621	644
Railway repair shops.....	3	3				20	670	696
Tobacco and snuff.....	7	7			1	12	478	496
Silk and silk goods.....	2	2				7	464	471
Furniture and upholstery.....	3	3			1	8	368	376
Stationary engines, boilers, etc...	2	2			1	22	312	33
Bridges, etc.....	1	1				50	250	30
Knit goods.....	1	1				2	270	27
Boots and shoes.....	1	1				11	233	24
Blankbook making.....	2	2			1	29	209	23
Elmira Heights.....	10	10			1	37	1,576	1,61
Knit goods.....	2	2				9	646	65
Bridges, etc.....	1	1				10	300	31
Cycles, etc.....	1	1				8	240	24
Horseheads.....	15	15			8	7	201	20
Millport.....	3	3			3		14	1
North Chemung.....	1	1					2	
Van Etten.....	5	5			5		14	1
Wellsburg.....	3	3			1	1	61	6
CHEMUNGO COUNTY.....	105	99	3	1	78	83	2,235	2,31
Afton.....	6	6			4	2	40	4
Bainbridge.....	8	8			7	11	123	13
Earlville a.....	9	3	3		5	3	117	12
Greene.....	11	11			10	6	139	14
Mount Upton.....	2	2			1		47	4
New Berlin.....	11	11			9	4	167	17

a See also Earlville under Madison county.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Chautauqua-Chenango Co

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
415	154	4,261	3,942	192	8	116	3	35	3,473	749	4
473	101	3,372	3,197	169	6				3,372		
384	16	368	368	12						368	
971	30	941	566	30	20	288	37	5	455	481	
394	9	385	78	21	18	241	35		385		
53	1	52	34	4	2	12				52	
347	34	313	158	5	3	139	8	10	51	252	
208	10	198	79	4	2	105	8		10	186	
1		1	1							1	
966	339	6,627	4,979	196	76	1,287	89	132	3,561	2,911	23
351	85	2,266	2,202	40	14	10			288	1,978	
827	30	1,797	567	93	48	1,017	74	94	1,703		
153	110	1,043	903	42	8			7	1,036		
72	2	70	70							70	
256	14	242	240	1	1				3	239	
22	2	20	15			5			5	15	
8		8	8							8	
46	4	42	35	3	3	1			6	36	
64	3	61	36	1		24			23	34	4
62	4	58	53			5		2		52	4
500	20	480	404	9	5	62		3	25	452	
28	1	27	27						2	25	
47		47	30	2	2	13			14	33	
208	14	194	137	7	2	42	6		5	189	
6,803	292	6,511	4,424	80	10	1,976	21	222	1,480	4,629	180
139	2	137	104	6		27			9	128	
41	1	40	38			2				40	
2		2	2							2	
2		2	2							2	
4,815	244	4,571	3,116	74	10	1,351	20	218	1,471	2,741	141
384	23	361	354	3		4			282	79	
601	20	481	481							361	120
338	12	356	140	3	1	212		8	66	282	
453	7	446	114	16	4	299	13		4	442	
256	8	248	233	12		3			242	6	
238	22	266	266							266	
218	50	168	160	8						168	
272	2	270	95	6	6	160	4		9	261	
244	11	233	125	8		100				233	
234	29	205	96	10		99			205		
1,565	37	1,528	966			561	1			1,516	12
656	9	646	151			494	1			646	
270	10	260	260							260	
248	8	240	240			20		2		240	
182	7	175	155							148	25
14		14	14							12	2
2		2	2							2	
8		8	8					2		6	
33	1	32	17			15				32	
2,196	83	2,113	1,612	22	11	455	13	52	179	1,427	455
40	2	38	34	2		2		5	1	1	31
104	11	93	89			4			54	27	12
120	3	117	115			2		1		79	37
117	6	111	108	1		2		3	1	94	13
46		46	46						1	45	
168	4	164	96	2	2	62	2	2	29	133	

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CHENANGO COUNTY—Concluded.								
Norwich.....	34	34			23	46	1,146	1,192
<i>Railway repair shops</i>	1	1				6	301	307
Oxford.....	11	11		1	11	4	145	156
Rockdale.....	2	2				2	7	9
Sherburne.....	5	5			4	5	278	287
Smyrna.....	3	3			2		11	14
South New Berlin.....	3	3			2		15	17
CLINTON COUNTY.....	149	149		1	96	86	2,656	2,743
Altona.....	3	3					5	8
Ausable Chasm <i>a</i>	1	1					2	3
Ausable Forks.....	4	4			7	10	190	201
Beekmantown Corners.....	1	1					1	2
Cadyville.....	2	2				4	195	199
Cannon's Corners.....	3	3					7	10
Champlain.....	9	9			9	7	188	197
Chazy.....	2	2			1		6	8
(Cherubusco.....	1	1					1	2
(Clinton.....	4	4					6	10
East Beekmantown.....	2	2			3		9	11
Ellenburg.....	1	1			1		1	2
Ellenburg Centre.....	5	5			2		13	18
Ellenburg Depot.....	2	2					4	6
Irona.....	1	1					1	2
Keesville <i>b</i>	8	8			1	3	198	202
Lyon Mountain.....	2	2					60	62
Mooers.....	5	5			2	1	66	71
Mooers Forks.....	4	4			2		11	15
Morrisonville.....	5	5			3		35	43
Peru.....	4	4			6		48	58
Plattsburg.....	61	61		1	48	54	1,208	1,257
<i>Shirts, collars and cuffs</i>	3	3			1	3	376	380
Rouses Point.....	6	6			6	6	242	254
Saranac.....	4	4			2		15	19
Schuyler Falls.....	3	3			1	1	127	131
Star.....	1	1					2	3
West Beekmantown.....	1	1					2	3
West Chazy.....	3	3			2		12	15
West Plattsburg.....	1	1					1	2
COLUMBIA COUNTY.....	108	108		5	43	93	5,031	5,079
Ancram.....	2	2					33	35
Chatham.....	13	13			3	2	203	212
Empire (<i>building brick</i>).....	1	1				2	428	431
Hudson.....	52	52		4	27	69	1,865	1,956
<i>Knit goods</i>	3	3				18	847	854
<i>Cement and lime</i>	1	1				12	300	313
<i>Building brick</i>	2	2					204	206
Kinderhook.....	4	4			1		177	182
Mellenville.....	3	3				2	43	48
Newton Hook.....	1	1				1	148	150
Philmont.....	13	13		1	8	10	1,034	1,052
<i>Knit goods</i>	4	4				10	998	1,002
Rossmann.....	2	2				1	24	26
Stockport.....	2	2					55	57
Stockport Center.....	1	1					9	10
Stottville.....	2	2			1		575	578
<i>Woolens and worsteds</i>	1	1					674	675
Stuyvesant Falls.....	2	2					16	18

a See also Ausable Chasm under Essex County.
b See also Keesville under Essex county.

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NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Ch u 14 (in exc no
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	
1,145 307 146 288 233 77 12	46 6 4 2 5	1,099 301 142 6 278 7 12	844 300 93 6 162 7 12	6 1 3 8	4 5	241 46 96	4 7	35 6	74 9	685 76 278 3	305 301 51 4 2
402	86	2,316	1,699	61	12	528	16	77	592	1,399	248
5 2 182 1 189 7 185 4 1 6 9 1 13 4 1 143 60 62 9 22 41 190 362 120 14 120 2 2 6 1	10 4 7 7 1 1 1 3 1 1 1 3 1 1 1 54 3 6 1 1 93	5 2 172 1 185 7 178 4 1 6 9 1 13 4 1 140 60 61 9 22 41 1,136 369 114 14 119 2 2 6 1	5 2 143 1 185 7 131 4 1 6 9 1 13 4 1 81 60 17 9 21 39 723 17 94 13 118 2 2 6 1	6 1 5 6 3 2 1 1 29 1 9 1 1	1 1 1 1 1 1 5	22 42 47 40 371 329 6	3 3 1 12 12 6	24 128 70 1 52 299 252 32 63	123 6 176 4 9 9 66 60 58 7 22 41 694 121 80 14 26 2 2 2	25 1 57 1 2 1 6 1 4 4 1 4 2 2 2 4 1 13 13 325 300 30 18 8 8 540 539 13	
978	93	4,885	3,093	137	77	1,533	45	89	263	4,109	424
18 202 430 918 865 312 204 116 44 149 1,010 975 25 55 8 575 574 15	2 2 69 18 12 2 1 10 10 1	18 200 428 1,849 847 300 204 116 42 148 1,000 986 24 55 8 575 574 15	16 99 408 1,250 314 300 204 42 39 145 476 444 24 35 8 356 355 15	20 43 38	17 16	518 458 74 2 475 475 16 156 156	21 21 6 6 8 8	51 37 12 12 35 35 2	207 810 204 116 12 148 980 945 6 44 8 540 539	325 300 30 18 8 540 539 13	

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
COLUMBIA COUNTY— <i>Concluded.</i>								
Valatie.....	10	10			3	6	421	4
Knit goods.....	2	2				3	312	3
CORTLAND COUNTY.	101	99	1		32	100	3,649	3,7
Cincinnatus	5	5			2		27	
Cortland.....	58	56	1		18	72	2,691	2,7
Wire work.....	1	1				16	1,203	1,4
Hardware.....	4	4				8	446	4
Carriages, wagons and sleighs...	4	4				10	306	3
Homer.....	18	18			5	11	426	4
McGraw.....	5	5			1	12	349	3
Corsets, garters, etc.....	2	2				11	265	2
Marathon.....	8	8			3	5	119	1
Truxton.....	7	7			3		37	
DELAWARE COUNTY.....	83	83			66	61	1,661	1,7
Beerston.....	2	2					17	
Burntwood.....	1	1					12	
Butternut Grove.....	1	1					10	
Cadosia.....	3	3			2		38	
Delhi.....	14	14			15	2	127	1
Deposit a	2	2				35	149	1
East Branch.....	2	2			2		17	
Elk Brook.....	1	1					23	
Fishs Eddy.. ..	3	3			1		29	
Hamden.....	3	3					26	
Hancock.....	5	5			3		16	
Hobart.....	1	1					14	
Horton.....	1	1					11	
Methol.. ..	1	1					14	
Peakville.. ..	1	1					11	
Rock Rift.....	2	2			1		58	
Sidney.....	12	12			11	14	679	6
Silk and silk goods.....	3	3				4	331	3
Stamford.....	7	7			6		36	
Trout Brook.....	1	1					25	
Tylers Switch.....	1	1			2		10	
Walton.....	19	19			23	10	339	3
DUTCHESS COUNTY.	277	277		9	128	265	10,826	11,0
Amenia.....	7	7			3	4	88	
Clinton Corners.....	1	1					5	
Colemans Station.....	1	1					6	
Dover.....	1	1				2	70	
Dover Furnace.....	1	1					2	
Dutchess Junction (<i>building brick</i>)	7	7					729	7
Fishkill.....	1	1			1		1	
Fishkill-on-Hudson.....	32	32		1	13	16	1,398	1,4
Building brick.....	8	8				1	867	8
Men's hats and caps.....	1	1				5	245	2
Gayhead.....	1	1					4	
Glenham.....	1	1			1		1	
Green Haven.....	1	1					2	
Hopewell Junction.....	2	2					65	
Hyde Park.....	2	2			2		2	
LaGrangeville	1	1					6	
Madalin.....	2	2			2		4	

a See also Deposit under Broome County.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Columbia-Dutchess

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
413	6	407	180	12	16	189	10	22	4	377	
315	3	318	110	10	16	166	10	22	4	286	
3,603	100	3,593	2,828	45	9	691	20	81	392	3,094	
20		20	20							20	
2,720	72	2,648	2,231	39	9	349	20	52	371	2,206	
219	16	1,203	1,064	20	2	117			2	1,201	
454	8	446	421	2		23				466	
294	10	284	273			11			236	48	
435	11	424	326	4		94		22	18	377	
361	12	349	103	1		245				349	
276	11	266	80			186				266	
123	5	118	115			3		3	3	112	
		34	33	1				4		30	
			1,155	33	9	337	11	161	158	879	3
	61	1,545									
17		17	17								
12		12	12								
10		10	10								
38		38	36	1	1				1	19	
126	2	124	83	5	1	35		1	5	113	
184	35	149	107	2		40		146			
13		13	13							13	
23		23	23							8	
29		29	28	1							
26		26	23	1	2						
16		16	14		1	1		2		4	
14		14	11			3				3	
11		11	11								
14		14	14								
11		11	11								
58		58	57	1						46	
601	14	587	345	10	3	218	11	10	115	462	
276	4	272	26		1	194	11	9	86	185	
36		36	25			10		2		34	
25		25	9		1					10	
10		10	280	12		30			37	167	1
332	10	322									
			7,572	232	80	2,204	65	776	3,486	5,705	1
400	256	10,153									
89	4	85	85						9	71	
5		5	5							5	
3		3	3						3		
72	2	70	70						70		
1		1	1								
632		632	619	11	2			210	54	368	
1		1	1							1	
348	16	1,332	1,218	31	17	61	5	102	426	788	
848	1	847	826	16	6			100	182	565	
215	5	208	120	16	11	57	5		16	192	
4		4	4							1	
1		1	1							2	
2		2	2							25	
65		65	65							2	
2		2	2					6			
6		6	6							4	
4		4	4								

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E MPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
DUTCHESS COUNTY—Concluded.								
Matteawan.....	19	19		1	6	42	1,792	1,
Men's hats and caps.....	3	3				10	1,055	1,
Cooking and heating apparatus.....	1	1				22	350	
Rubber and gutta percha goods.....	1	1				6	252	
Millbrook.....	6	6		1	4	1	32	
Millerton.....	5	5			1		49	
New Hamburg.....	3	3			2	1	52	
Pawling.....	4	4			3		18	
Pine Plains.....	3	3				1	26	
Poughkeepsie.....	141	141		4	73	180	4,753	4
Agricultural implements.....	3	3				85	855	
Cigars.....	6	6			3	7	494	
Tailoring.....	9	9			7	12	485	
Women's white goods.....	3	3				5	348	
Rolling mills.....	1	1				3	347	
Blown glassware.....	1	1				7	300	
Red Hook.....	6	6		1	3	2	111	
Rhinebeck.....	8	8		1	5	1	20	
Salt Point.....	1	1					1	
Staatsburg.....	3	3			3		19	
Stanfordville.....	1	1				1	19	
Stoneco (crushed stone).....	1	1					275	
Stormville.....	1	1					2	
Tivoli.....	1	1					4	
Wappingers Falls.....	9	9			5	13	1,132	1
Dyeing, finishing, etc.....	1	1				8	857	
Tailoring.....	1	1				6	250	
Washington Hollow.....	1	1			1		2	
Wassaic.....	1	1				1	42	
Wingdale.....	2	2					94	
ERIE COUNTY.....	1,738	1,724	7	23	927	5,022	80,159	85
Akron.....	10	10				2	228	
Alden.....	5	5			2	1	90	
Angola.....	6	6			4	2	159	
Blasdell.....	2	2				2	104	
Buffalo (See Table XIII).....	1,583	1,571	6	23	876	4,557	64,642	64
Chaffee.....	2	2			2		9	
Cheektowaga.....	2	2				10	307	
Fertilizers.....	1	1				7	243	
Depew.....	14	14			2	121	2,983	
Car wheels and railway equip- ment.....	3	3				60	777	
Iron castings.....	1	1				11	823	
Railway repair shops.....	1	1				25	765	
Cars.....	1	1				6	347	
East Aurora.....	12	12			1	25	488	
Printing and publishing.....	2	2				20	405	
Ebeneser.....	2	2			2		9	
Eden Center.....	2	2				1	252	
Fruit and vegetable canning.....	1	1				1	250	
Farnham.....	1	1				1	149	
Fenton.....	1	1				2	98	
Gowanda a.....	5	5				1	46	
Hamburg.....	10	10			2	2	126	
Holland.....	5	5			3		53	
Irving Station (fruit and vegetable canning).....	1	1				1	235	
Lancaster.....	16	16			6	13	523	
Iron castings.....	1	1				7	250	
Lawton Station.....	1	1			1		4	
Newstead.....	3	3					34	
North Collins.....	6	6			4	4	227	
Fruit and vegetable canning.....	1	1				4	196	

See also Gowanda under Cattaraugus County.

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E PLOYEES IN THE YEAR		
		Once.	More than once.			Office help.	Shop force.	Total
ERIE COUNTY—Concluded.								
Sardinia.....	2	2			2			4
Sloan (railway repair shops).....	1	1				10		542
Springville.....	13	13			1	1		155
Tonawanda.....	26	24	1		15	82		1,598
Pianos, organs, etc.....	2	2			10	3		363
Rolling mills and steel works ..	1	1				7		290
West Seneca.....	5	5			2	183		7,053
Rolling mills and steel works ..	1	1				174		6,591
Pig iron.....	1	1				6		300
Williamsville.....	2	2			2	1		41
ESSEX COUNTY.....								
	80	78	1		39	27		1,713
Ausable Chasm a.....	3	3			2	2		49
Ausable Forks.....	4	4			2	2		115
Bloomington.....	1	1			1			2
Crown Point.....	6	6			3			24
Elizabethtown.....	2	2			2			12
Essex.....	2	2				1		54
Keesville b.....	4	4			3			15
Lake Placid.....	4	4						28
Lewis.....	1	1			1			1
Mineville.....	2	2				1		158
North Elba.....	1	1						9
Port Henry.....	13	13			10			211
Ticonderoga.....	25	23	1		11	17		897
Pulp and paper mills.....	2	2				6		615
Wadham's Mills.....	3	3			1			4
Whallonsburg.....	1	1						2
Willsboro.....	8	8			3	4		132
FRANKLIN COUNTY.....								
	142	142			105	62		2,166
Bombay.....	1	1			2	6		13
Brighton.....	4	4						44
Brushton.....	4	4			5			7
Bryant.....	1	1			1			22
Chasm Falls.....	2	2						25
Chateaugay.....	17	17			8			70
Constable.....	5	5			5			10
Dickinson Center.....	5	5			5			67
Duane.....	1	1			1			25
Faust.....	4	4			2	5		131
Giles.....	1	1				2		60
Hogansburg.....	5	5			4			86
Malone.....	45	45			42	22		653
Malone Junction.....	1	1			2	2		15
Moir.....	1	1						2
North Bangor.....	3	3			2			6
Onchioto.....	1	1						40
Owls Head.....	1	1				1		12
Reynoldston.....	1	1				1		30
St. Regis Falls.....	11	11			3	7		316
Santa Clara.....	2	2				1		80
Saranac Lake.....	13	13			15	9		154
South Bangor.....	3	3			2			3
Tupper Lake.....	8	8			5	6		293
West Bangor.....	2	2			1			2

a See also Ausable Chasm under Clinton County.
b See also Keeseville under Clinton County.

II.1

Eric-Franklin County

[illegible]

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
FULTON COUNTY.	265	265			35	160	8,919	9,000
Benedicts Corners.....	1	1					13	
Bleecker.....	5	5					61	
Broadalbin.....	6	6			1	3	151	
Cranberry Creek.....	1	1					7	
Dolgeville a.....	1	1				2	51	
Garoga.....	1	1			1		1	
Gloversville.....	164	164			19	108	6,565	6,600
<i>Gloves and mittens</i>	76	76			6	67	3,841	3,900
<i>Leather</i>	31	31				6	1,429	1,500
<i>Knit goods</i>	2	2				3	281	
<i>Fancy leather goods</i>	4	4				11	206	
Johnstown.....	58	58			6	44	1,602	1,700
<i>Gloves and mittens</i>	26	26				17	886	
<i>Leather</i>	11	11			3	1	447	
Mayfield (<i>gloves and mittens</i>)....	4	4				1	199	
Newkirk.....	1	1					10	
Northampton.....	1	1					18	
Northville.....	11	11			5	1	120	
Pecks Park.....	1	1					16	
Pine Lake.....	2	2					23	
Rockwood.....	3	3			2		24	
Stratford.....	2	2					18	
Vail Mills.....	2	2			1	1	34	
Woods Hollow.....	1	1					6	
GENESEE COUNTY.....	99	94	2	1	36	168	4,100	4,200
Batavia.....	54	54			22	106	2,784	2,900
<i>Agricultural implements</i>	4	4				48	1,185	1,200
<i>House trim</i>	6	6			2	6	422	
Bergen.....	4	4				1	57	
Corfu.....	4	4			2		18	
LeRoy.....	30	28	1	1	9	57	955	1,000
<i>Fruit and vegetable canning</i>	2	2				19	251	
<i>Crushed stone</i>	3	1	1			4	260	
Oakfield.....	6	3	1		2	4	280	
<i>Plaster</i>	3		1			4	273	
Pavilion.....	1	1			1		6	
GREENE COUNTY.....	58	58		3	25	24	1,815	1,900
Athens.....	9	9		2	8	3	228	
Cairo.....	4	4		1	4		16	
Catskill.....	27	27			4	11	974	
<i>Knit goods</i>	2	2				3	402	
<i>Building brick</i>	2	2					212	
Coxsackie.....	14	14			5	9	579	
<i>Brass and bronze ware</i>	2	2				9	404	
West Coxsackie.....	4	4			4	1	18	
HAMILTON COUNTY.....	3	3					61	
Inlet.....	2	2					41	
Long Lake.....	1	1					20	
HERKIMER COUNTY.....	150	134	8		17	244	10,230	10,400
Clearwater.....	1	1				2	45	
Cold Brook.....	4	4					28	

a See also Dolgeville under Herkimer County.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Fulton-Herkimer Co

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (13 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
8,709	160	8,709	5,647	88	78	2,834	62	98	139	8,463	9
13		13	1			10	2			13	
61		61	61							61	
53	3	150	71	6	6	66	1			150	
7		7	7							7	
53	2	51	30	3		18				51	
1		1	1							1	
480	108	6,372	4,089	70	62	2,096	55	73	129	6,163	7
338	67	3,781	2,004	47	36	1,664	30		68	3,723	
369	6	1,364	1,348			16				1,364	
344	3	241	90	4	4	141	2		6	236	
217	11	806	73	17	13	83	20		33	173	
638	44	1,594	1,055	8	8	519	4	25	10	1,559	
903	17	886	466	3	3	413	1		4	882	
440	1	439	439							439	
200	1	199	123			76				199	
10		10	10							10	
18		18	18							18	
116	1	115	73	1	2	39				113	2
16		16	16							16	
23		23	23							23	
22		22	12			10				22	
18		18	18							18	
34	1	33	33							33	
6		6	6							6	
3,579	165	3,414	2,703	33	20	631	27	197	501	2,390	326
2,519	106	2,413	1,963	32	15	381	22	140	388	1,875	10
1,081	48	1,013	986	8	5	17			3	1,010	
361	6	346	340	4	2				366	20	
38	1	37	8			29			22	15	
13		13	9			4		1	7	5	
722	54	668	443	1	5	214	5	55	84	448	81
186	19	166	70		1	86			76	91	
152	1	131	130	1						131	
281	4	277	274			3		1		41	235
277	4	273	273							38	236
6		6	6							6	
1,787	24	1,763	1,396	19	18	315	15	14	65	1,670	14
231	3	228	158	5	5	56	4		23	203	2
7		7	7							7	
979	11	968	715	6	7	229	11	10	25	926	7
405	3	402	159		6	226	11		17	386	
212		212	206	6	1				1	211	
562	9	553	509	8	6	30		4	17	527	5
413	9	404	388	2	6	8			6	398	
8	1	7	7							7	
58		58	56	2						20	38
38		38	36	2							38
20		20	20							20	
310	244	10,066	7,561	212	54	2,194	45	8	198	8,763	1,097
44	2	42	40	2		1					42
28		28	27							28	

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
HERKIMER COUNTY—Concluded								
Dolgeville a.....	10	10				17	628	64
<i>Felt goods</i>	3	3				16	439	46
Frankfort.....	11	9	1		1	37	804	84
<i>Fire arms</i>	1	1				13	276	28
<i>Agricultural implements</i>	3	1	1			12	189	20
Fulton Chain.....	3	3			4	4	93	9
Herkimer.....	20	20			4	23	1,540	1,56
<i>Furniture and upholstery</i>	6	6				16	1,002	1,01
<i>Knit goods</i>	2	2				6	412	41
Hinckley.....	1	1				2	185	18
Ilion.....	14	14			1	87	2,796	2,88
<i>Typewriting machines</i>	1	1				31	1,612	1,64
<i>Firearms</i>	1	1				48	953	1,00
Little Falls.....	49	47	1		3	61	3,321	3,38
<i>Knit goods</i>	7	7				16	2,335	2,34
McKeevar.....	1	1					5	
Middleville.....	2	2				4	131	13
Mohawk.....	4	4			1	4	352	35
<i>Knit goods</i>	2	2				4	322	32
Monlin.....	1	1			1	1	55	5
Newport.....	2	2				1	40	4
North Wood.....	1	1					9	
Poland.....	2	2					6	
Salisbury.....	3	3					15	1
Salisbury Center.....	4	4					28	
South Columbia.....	3	1	1		1		16	1
West Winfield.....	14	4	5		1	1	133	13
JEFFERSON COUNTY.....	179	143	18	1	56	187	8,648	8,8
Antwerp.....	7	7			3		59	
Black River.....	5	5					197	1
Brownville.....	7	7			1		298	2
Carthage.....	45	19	13		15	11	1,150	1,1
<i>Pulp and paper mills</i>	6	3	1			6	346	3
<i>Paper mills</i>	6	3	1				322	3
Deferiet, paper mills.....	2		1				435	4
Dexter.....	8	6	1		3		275	2
Felts Mills.....	3	1	1				93	
Glen Park.....	3	3				7	305	3
Great Bend.....	2		1				30	
Herrings.....	3	3				2	253	2
Natural Bridge.....	2	2			1	3	72	
Philadelphia.....	5	5			4		78	
Theresa.....	6	6		1	3		29	
Watertown.....	81	79	1		26	164	5,374	5,5
<i>Car wheels and railway equip- ment</i>	1	1				55	2,187	2,2
<i>Carriages, wagons and sleighs</i>	4	4				22	608	6
<i>Machinery</i>	2	2				5	514	5
<i>Stationary engines, boilers, etc.</i>	3	3				35	376	4
<i>Professional and scientific in- struments</i>	4	2	1			5	273	2
KINGS COUNTY.....	5,106	5,016	43	22	2,841	3,969	139,398	143,3
(New York City Brooklyn Bor- ough; See Table XIII)								
LEWIS COUNTY.....	53	51	1	1	25	2	736	7
Beaver Falls.....	3	3					86	
Castorland.....	5	5			4		120	1

a See also Dolgeville under Fulton County.

Herkimer-Lewis Counties

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		(Over 63 hrs.)
17		622	499	8	13	101	1		14	604	4	
50	15	456	312	8	13	101	1		14	421		
41	37	804	749	6	3	43	3	1	4	799		
89	13	276	260	5		11				276		
301	12	189	181		1	7		1		188		
97	4	93	93							18	75	
561	23	1,538	1,163	35	12	325	3		28	1,506	4	
018	16	1,002	956	25	8	13			8	994		
418	6	412	39	10	4	299	3		7	405		
187	2	185	185								185	
883	87	2,796	2,516	101	1	178			9	2,738	49	
643	31	1,612	1,430	53		129				1,612		
001	48	953	891	43		19				953		
236	61	3,175	1,796	49	14	1,293	23	7	87	2,398	683	
258	16	2,243	911	36	12	1,261	23		35	1,644	564	
5		5	5								5	
135	4	131	124		1	6			1	130		
356	4	352	118	6	10	203	15		25	327		
326	4	322	106	6	10	187	13		23	299		
51	1	50	50								50	
41	1	40	26			14				40		
9		9	9							9		
6		6	6							6		
15		15	15							15		
28		28	24	4						28		
16		16	16							16		
132	1	131	100	1		30			30	101		
8,529	184	8,345	7,615	24	8	687	11	543	308	6,068	1,426	
53		53	39			14			6	12	35	
188		188	163		1	24		3	14	100	71	
289		289	269			20		8	111	30	140	
114	8	1,106	999	6	1	100		2	18	557	529	
362	6	346	309			37				107	239	
317		317	282			35				127	190	
435		435	429			6		429	6			
270		270	266	1		3		1	2	5	262	
93		93	87			6				83	10	
312	7	305	251	2		52			6	299		
30		30	30							30		
255	2	253	232			19	2			123	130	
75	3	72	72							15	57	
78		78	70	2		6		1		77		
23		23	23							23		
314	164	5,150	4,685	13	6	437	9	99	145	4,714	192	
242	55	2,187	2,181	4	2					2,187		
583	22	561	533	6		22				561		
519	5	514	513	1					1	513		
320	35	355	355							355		
166	5	161	66		1	103	1		45	116		
240												
3,936		126,313	87,767	2,808	781	33,769	1,188	11,579	66,477	46,781	1,476	
712	2	710	689		1	20		11	2	427	270	
86		86	86								86	
119		119	114			5				119		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
LEWIS COUNTY—Concluded.								
Constableville.....	2	2			1		9	9
Croghan.....	5	5			5		14	14
Gouldtown.....	1	1					20	20
Greig.....	1	1			1		10	10
Lowville.....	17	15	1		3	2	232	234
Lyons Falls.....	6	6		1	8		95	95
Lyonsdale.....	3	3					73	73
New Bremen.....	2	2			2		6	6
Osceola.....	3	3					10	10
Page.....	1	1					30	30
Port Leyden.....	4	4			1		31	31
LIVINGSTON COUNTY.....	134	130	2		85	44	1,880	1,924
Avon.....	14	14			10	2	113	115
Caledonia.....	13	9	2		6	9	217	226
Dansville.....	30	30			20	13	452	465
East Avon.....	1	1				1	4	5
Geneseo.....	15	15			10	4	250	254
Groveland.....	1	1					35	35
Lakeville.....	1	1					6	6
Leicester.....	1	1					31	31
Lima.....	12	12			10	3	155	158
Livonia.....	6	6			4		34	34
Mt. Morris.....	24	24			16	10	363	373
Nunda.....	12	12			7	2	120	122
Springwater.....	3	3			2		5	5
York.....	1	1					95	95
MADISON COUNTY.....	109	109		2	40	45	3,125	3,170
Bouckville.....	3	3					102	102
Canastota.....	28	28		1	12	9	718	727
Chittenango.....	6	6		1	1	1	150	151
Earlville a.....	5	5			5	4	94	98
Eaton.....	2	2					15	15
Hamilton.....	9	9				1	122	123
Kenwood.....	1	1					71	71
Lenox.....	1	1					50	50
Leonardsville b.....	1	1					3	3
Oneida.....	52	52			22	30	1,757	1,779
Caskets.....	1	1				8	311	312
Cigars.....	8	8			5		249	254
Fruit and vegetable canning.....	1	1				6	223	224
Furniture and upholstery.....	1	1				1	215	216
West Eaton.....	1	1					43	44
MONROE COUNTY.....	1,619	1,600	10	23	1,064	2,520	52,432	54,952
Bealsburg.....	1	1					50	50
Brighton.....	2	2					62	64
Brockport.....	19	19			3	24	720	727
Boots and shoes.....	1	1				12	268	269
Charlotte.....	7	7			3	4	179	183
Chili.....	1	1					75	76
Churchville.....	4	4			3		37	40
Despatch.....	13	13			2	68	1,004	1,017
Cars.....	1	1				29	480	481
Pianos, organs, etc.....	6	6				30	455	461
Fairport.....	17	17		1	13	18	745	758
Fruit and vegetable canning.....	3	3			1	2	375	377
Sheet metal work.....	1	1				12	522	523
Gates.....	7	7			2	11	324	336

a See also Earlville under Chenango County.
b See also Leonardsville under Otsego County.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.120

Lewis-Monroe Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
9		9	9							9		
14		14	14					2		12		
20		20	20							20		
5		5	5							5		
224	2	222	208			14		7	1	204	10	
90		90	89			1		2		8	80	
68		68	68								68	
6		6	6							6		
10		10	10							10		
30		30	30							30		
31		31	30		1				1	4	26	
1,520	44	1,476	1,056	39	6	368	7	63	296	1,027	90	
82	2	80	36			44		2	35	43		
162	9	153	125	5		23		2	25	56	70	
405	13	392	259	7	1	124	1	9	144	225	14	
5	1	4	4							4		
145	4	141	68	7	5	57	4	26	23	90	2	
9		9	9							9		
6		6	6							6		
31		31	30	1						31		
129	3	126	119	3		4		10	4	112		
27		27	27						2	23	2	
316	10	306	182	16		106	2	14	62	230		
104	2	102	92			10			1	99	2	
4		4	4							4		
95		95	95							95		
2,964	45	2,919	2,246	33	18	601	21	340	103	1,970	506	
60		60	60							22	38	
623	9	614	553	9	1	50	1	14	9	539	52	
138	1	137	105	2	2	27	1		3	72	62	
94	4	90	53	1		36				90		
11		11	11							11		
123	1	122	81		5	35	1		27	95		
71		71	23	2	1	45			1	70		
35		35	20	3		10	2		2		33	
3		3	3								3	
1,763	30	1,733	1,307	16	9	385	16	326	61	1,028	318	
319	8	311	304			107		107		304		
239		239	204	4	4	87		207	2	30		
229	6	223	106	6		111					223	
216	1	215	200	4	4	7		7	4	204		
43		43	30			13				43		
1,605	2,520	49,085	32,265	1,174	423	14,786	437	2,522	33,799	12,296	468	8
45		45	45					45				
52		52	52							52		
642	24	618	442	19	10	142	5	18	114	482	4	
280	12	268	147	14	8	96	3		11	257		
177	4	173	169			4			4	7	162	
51		51	50	1					51			
10		10	10							10		
970	68	902	894	2	2	4			844	6	52	
317	29	288	238						238			
485	30	456	458	2	1				456			
416	18	398	284	17		97		4	4	386	4	
30	2	28	26			2		2		26		
334	19	322	290	17		85				322		
295	11	284	283	1				4	180	100		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYERS IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
MONROE COUNTY—Concluded.		1						
Greece.....	2	2			1	22	1,496	1,518
Photographic supplies.....	1	1				22	1,494	1,515
Honeoye Falls.....	12	12			7	3	120	
Irondequoit.....	1	1			1		4	
Lincoln Park.....	4	4				123	1,115	1,238
Car wheels and railway equip- ment.....	1	1				113	640	
Railway repair shops.....	1	1				10	245	
Cooking and heating apparatus..	1	1					205	
Penfield.....	1	1					14	
Pittsford.....	6	6			3		34	
Rochester (See Table XIII).....	1,507	1,488	10	21	1,017	2,238	45,880	47,119
Webster.....	8	8		1	9	2	275	
Fruit and vegetable canning.....	1	1				2	200	
Wheatland (plaster).....	7	7				7	208	
MONTGOMERY COUNTY.....	137	137		2	24	189	13,300	13,489
Akin.....	1	1					167	
Amsterdam.....	71	71			7	135	10,420	10,555
Knit goods.....	10	10				31	3,524	3,534
Carpets and rugs.....	5	5				15	3,422	3,437
Silk and silk goods.....	3	3				6	770	
Pearl buttons, etc.....	3	3				20	596	
Brooms.....	4	4				5	541	
Woolens and worsteds.....	2	2				21	514	
Rolling mills.....	2	2				8	232	
Canajoharie.....	11	11		1	2	29	378	
Provisions.....	1	1				20	198	
Fonda.....	4	4			2		104	
Fort Hunter.....	1	1					65	
Fort Plain.....	22	22		1	7	5	644	
Knit goods.....	2	2				4	372	
Fultonville.....	6	6				4	180	
Hagaman (knit goods).....	2	2				1	351	
Harrower (knit goods).....	1	1				3	197	
Nelliston.....	2	2			1	1	12	
Palatine Bridge.....	2	2					27	
St. Johnsville.....	13	13			5	11	735	
Knit goods.....	3	3				9	452	
Pianos, organs, etc.....	1	1				2	206	
Tribes Hill.....	1	1					20	
NASSAU COUNTY.....	194	194		7	130	48	2,328	
Baldwin.....	3	3			2		39	
Bellmore.....	1	1					8	
Cedarhurst.....	2	2		1	3		4	
Central Park.....	3	3			2	1	50	
East Rockaway.....	1	1			1		12	
Farmingdale.....	11	11			3	2	198	
Floral Park.....	1	1					25	
Freeport.....	13	13			10	1	69	
Garden City.....	2	2					9	
Glen Cove.....	14	14			8	11	497	
Leather belting, washers, etc.....	1	1				8	450	
Glenhead.....	1	1			1		44	
Glenwood.....	4	4			5		23	
Great Neck.....	1	1			1		2	
Hempstead.....	20	20		1	20	4	125	
Hicksville.....	15	15			9	2	212	
Inwood.....	2	2		1	2		4	
Jericho.....	2	2			2		2	
Lawrence.....	4	4			3		22	

Monroe-Nassau Counties

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 years (in shops except noted)
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
518	22	1,496	915	18	10	541	12	2	1,494			
516	22	1,494	913	18	10	541	12		1,494			
115	3	112	76			36		11		66	35	
4		4	3	1				4				
224	123	1,101	1,097	2	2				845	256		
753	113	640	640						640			
255	10	245	245							245		
205		205	201	2	2				206			
14		14	14								14	
28		28	28							28		
2,238		43,517	27,641	1,109	398	13,949	420	2,434	30,262	10,697	124	
2		87	71	2	1	13			1	86		
2		12	12							12		
7		193	191	2						120	73	
	189	13,058	7,092	201	148	5,428	189	43	1,590	11,290	135	
		167	72	2	5	83	5		10	157		
135		10,240	5,546	158	118	4,269	149	27	1,286	8,824	103	
31		3,524	1,407	41	34	1,970	72		106	3,418		
15		3,422	2,098	84	68	1,166	18		64	3,358		
6		660	111	8	1	507	33		660			
20		632	250	6	2	257	18		20	512		
6		641	633	7	1				208	335		
21		614	248	4	11	247	4		16	499		
8		232	232							232		
29		378	190	2		180	6		207	159	12	
20		198	110	2		80	6		198			
		104	94		1	9			1	103		
		65	60	5						65		
5		637	365	19	10	233	10		53	584		
4		372	148	16	9	190	9		18	354		
4		180	116	1	1	60	2	16	3	161		
1		351	149		2	195	5		7	344		
3		197	85		4	105	3		7	190		
1		12	12							12		
1		27	22			5				27		
11		680	361	14	7	289	9		16	664		
9		402	107	14	7	265	9		16	386		
2		208	199			7				208		
		20	20								20	
	48	1,959	1,776	22	5	151	5	40	816	1,006	97	
		39	39						36	3		
		8	8						8			
		4	4								4	
		15	14	1						15		
1		12	12							12		
2		146	140			6			77	69		
		10	8			2				10		
1		57	52		2	3			28	25	4	
		9	9								9	
11		420	402	15		3			392	18	10	
8		380	366	16					380			
		44	44							44		
		21	21						5		16	
		2	2								2	
4		122	93	2	1	26		2	32	79	9	
2		120	52	2		62	4		3	116	1	
		1	1							1		
		3	3							3		
		20	20					16		4		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
NASSAU COUNTY—Concluded.								
Lynbrook.....	7	7			8			27
Manhasset.....	2	2			1	2		14
Massapequa.....	1	1						7
Merrick.....	2	2			1			32
Mineola.....	5	5			6			18
New Hyde Park.....	3	3			3			32
Oyster Park.....	12	12			10	1		33
Port Washington.....	11	11			6	10		273
<i>Sifted sand and mortar</i>	5	5			2	7		212
Rockville Center.....	16	16		1	9	5		104
Roslyn.....	13	13		1	3	8		322
<i>Sifted sand and mortar</i>	4	4				1	4	276
Sea Cliff.....	7	7		2	5			16
Seaford.....	1	1						7
Syosset.....	1	1						20
Thomaston.....	3	3			2	1		10
Valley Stream.....	4	4			1			22
Wantagh.....	3	3			1			17
Westbury.....	1	1			1			1
Woodbury.....	1	1						18
Woodmere.....	1	1			1			4
NEW YORK COUNTY (New York City, Manhattan and Bronx bor- oughs; See Table XIII)								
	21,393	20,437	476	45	12,010	27,568	496,421	523
NIAGARA COUNTY.....								
	292	290	1	4	104	643	13,925	14
Gasport.....	2	2			2	2		13
Lockport.....	113	111	1	3	53	131	2,783	2
<i>Brass and bronze ware</i>	1	1				5		235
<i>Pulp and paper mills</i>	2		1			6		204
Middleport.....	12	12			9	9		331
Modeltown (<i>fruit and vegetable canning</i>).....	1	1				3		333
Newfane.....	3	3			1	5		240
Niagara Falls.....	107	107			29	377	6,630	
<i>Silver and plated ware</i>	2	2				40		1,075
<i>Sodas and other alkalies</i>	6	6				38		720
<i>Paper mills</i>	4	4				12		724
<i>Chemicals and drugs</i>	5	5				22		682
<i>Abrasives</i>	2	2				60		478
<i>Smelting and refining</i>	3	3				16		510
<i>Flour and cereals</i>	4	4			2	44		456
<i>Blankbook making</i>	1	1				34		309
<i>Electric light and power</i>	4	4				27		248
North Tonawanda.....	50	50		1	8	114	3,467	
<i>Hardware</i>	1	1				25		698
<i>House trim</i>	12	12				22		623
<i>Pig iron</i>	1	1				10		500
<i>Stationary engines, boilers, etc.</i> ...	3	3				11		460
<i>Silk and silk goods</i>	1	1				4		254
<i>Pianos, organs, etc.</i>	1	1				1		252
<i>Cooking and heating apparatus</i> ...	1	1			1	1		250
Ransomville.....	3	3			2			58
Wilson.....	1	1				2		70
ONEIDA COUNTY.....								
	409	400	4	6	147	499	24,264	
Boonville.....	7	7			4			33
Camden.....	17	17				7		496
Capron.....	2	2				3		240

* Includes six children under 14 in office.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.133

Nassau-Oneida Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
21		21	20	1					15	4	2	
16	2	14	14					10	7		4	
7		7	7						32			
32		32	31	1					14	3	1	
18		18	7			11			29			
28		29	29						9	9	5	
28	1	25	22			3		2	28	243	2	
28	10	273	272		1				74	16	5	
219	7	218	218						26	288	2	
100	5	95	61			34				276		
324	8	316	314			1	1		6	3	2	
380	4	376	376		1				2	7		
13		13	12							2		
2		7	7							1	3	
2		2	2							13	6	
8	1	8	8						7	3	10	
22		22	22							1		
17		17	17							2		
1		1	1									
2		2	2									
4		4	4					4				
27,328		427,987	264,654	5,173	1,695	153,706	2,759	62,797	260,166	99,793	5,231	*52
638		12,755	10,218	256	91	2,117	73	1,033	3,072	7,735	915	2
13		13	13							13		
2,534		2,049	38	16	429	2	119	265	1,756	394	1	
206		189	5		12				206			
204		203			1					204		
252		151	9		84	8	7	7	238			
333		172		5	150	6			333			
141		48	8	5	77	3			141			
6,279		5,242	101	28	884	24	901	2,526	2,793	59	1	
895		601	38	8	247	1		895				
790		713	5	2				615	72	33		
714		700			14			596	91			
673		666	5		3					668	15	
478		447	10	1	20					478		
510		510								510		
446		281	4		161			360	86			
294		138	7	4	139	6		294				
239		239						193	9	37		
3,098		2,499	100	36	448	25	6	274	2,356	462		
		570	30	2	96				698			
		557	35	22				36	578			
		450								450		
		389	6						395			
		354	2		183	19		19	236			
		252	5	3	36	4		7	245			
		12							12			
		19			16				35			
		35		1	29	5			70			
70												
535		23,576	14,480	391	269	8,131	305	433	1,704	21,175	264	2
		23	33							33		
		486	357		1	124	4		1	485		
		223	87	28	5	103			5	218		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYERS IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ONEIDA COUNTY—Concluded.								
Chadwicks.....	3	3				12	542	554
<i>Dyeing, finishing, etc.</i>	1	1				7	316	323
Clark Mills (<i>silk goods</i>).....	1	1					285	285
Clayville.....	4	4				3	240	243
<i>Knit goods</i>	1	1				3	204	207
Clinton.....	3	3			1		55	56
Colemans Mills.....	3	3			1		7	8
Deansboro.....	1	1					37	38
Florence.....	1	1					12	13
Forestport.....	1	1			2		7	9
Franklin Spa.....	1	1				1	95	96
Kenwood.....	2	2				17	170	172
Kirkland.....	1	1					60	61
Knoxboro.....	1	1					20	21
McConnellsville.....	2	2				1	72	73
New Hartford.....	6	6				9	287	293
New York Mills (<i>cotton goods</i>).....	3	3				23	2,288	2,314
Oriskany.....	2	2				7	273	280
Oriskany Falls.....	6	6			1	6	323	330
<i>Knit goods</i>	3	3				6	310	316
Rome.....	87	87		3	40	100	4,289	4,332
<i>Brass and Bronze ware</i>	9	9			2	24	1,508	1,519
<i>Copper work</i>	3	3				52	741	744
<i>Knit goods</i>	4	4					683	687
<i>Fruit and vegetable canning</i>	1	1				10	345	356
<i>Locomotives</i>	1	1				5	300	305
Sauquoit.....	1	1				1	48	49
Sherrill (<i>rolling mills</i>).....	1	1				58	245	253
Utica (See Table XIII).....	229	220	4	3	94	240	12,997	13,264
Vernon.....	3	3					106	109
Washington Mills.....	1	1				2	75	77
Waterville.....	6	6			1	5	107	112
West Camden.....	2	2					23	25
Westmoreland.....	1	1					55	56
Whitesboro.....	10	10			3	4	576	583
<i>Knit goods</i>	2	2				3	402	407
Yorkville.....	1	1					101	102
ONONDAGA COUNTY.....	631	610	10	9	539	1,562	28,811	30,372
Apulia Station.....	2	2			1	1	21	23
Baldwinsville.....	21	21			19	22	587	608
<i>Stationary engines, boilers, etc.</i>	1	1			3	11	215	229
Camillus.....	4	4			4	5	271	279
<i>Cutlery</i>	1	1				3	200	203
DeWitt.....	2	2				4	40	44
East Syracuse.....	2	2			1	13	161	164
Eastwood.....	3	3			1	19	877	881
<i>Cooking and heating apparatus</i>	1	1				10	605	606
<i>Furniture and upholstery</i>	1	1				7	194	195
Elbridge.....	5	5			5	5	142	147
Fabius.....	2	2			2		13	15
Fayetteville.....	12	12			13	4	240	253
Geddes.....	2	2				25	540	542
<i>Rolling mills</i>	1	1				26	519	520
Hart Lot.....	1	1				1	25	26
Jamesville.....	4	4			3	1	32	35
Jordan.....	5	5			5		13	18
Kirkville.....	1	1					3	4
Manlius.....	7	7			4	9	385	396
<i>Iron castings</i>	2	2			1	6	319	322
Marcellus.....	6	6			3	6	296	305
<i>Woolens and worsteds</i>	1	1			1	4	284	286
Marcellus Falls.....	3	3			1	1	53	55

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Oneida-Onondaga

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
554	12	542	335	13	4	188	2		6	536	
383	7	316	152	7	1	156			1	315	
285		285	216	5	2	60	2		4	281	
243	3	240	134	6	5	89	6		11	212	1
207	3	204	105	6	3	86	6		9	195	
55		55	44		1	10			1	54	
7		7	7							7	
37		37	23		1	12			2	35	
12		12	12				1			12	
7		7	7								
95		95	95								9
170	1	170	61	1	1	104	3	4	156	10	
36	17	36	23	1		12					3
20		20	14			6				20	
72		72	65			7				72	
270	1	270	106	9	1	153	1		2	268	
2,288	23	2,288	1,407	54	26	781	20		46	2,242	
273	7	273	184	3	3	83			3	270	
323	6	323	125	4	1	188	5		6	317	
310	6	310	117	4	1	183	5		6	304	
4,078	100	4,078	3,243	43	10	759	23	80	133	3,856	
1,441	24	1,441	1,400	4		37			23	1,418	
741	62	741	639	10		92				741	
654		654	60		1	480	23		6	549	
345	10	345	233	25		87				345	
210	6	210	210							210	
48	1	48	18			30				48	
345	58	345	300	5	18	19	3	40		305	
12,636	276	12,636	6,970	202	172	5,068	224	304	1,103	11,129	10
101		101	70	3		28			71	30	
40		40	40							40	
107	2	107	67	3	2	33	2		16	91	
23	5	23	23							23	
55		55	53	1	1				1	54	
568		568	268	7	10	274	9	5	36	527	
402	4	402	106	7	9	272	9		18	384	
101	3	101	93	3	5				101		
1,559		27,495	21,822	541	231	4,675	226	912	8,443	16,880	1,260
21		21	21							18	
587	1	587	478	3		105	1		296	279	15
315	22	315	215						215		
271	11	271	195	8	4	62	2			271	
200	5	200	163	8	4	18	2			200	
40	3	40	40							40	
161	4	161	122	4	3	30	2	2	3	156	
859	13	859	847	8		4			794	65	
600	19	600	600						600		
194	10	194	182	8		4			184		
137	7	137	116	1		20			122	6	
13	5	13	13						3		10
240		240	194		5	39	2	8	29	203	
540	4	540	524	12	4					21	519
619	25	619	603	12	4						519
25	25	25	19			6				6	19
22	1	22	22							22	
13	1	13	12			1		1	2	10	
2		2	2							2	
356		356	305		1	44	6		17	329	10
290		290	280			10			10	280	
210	9	210	137	4	3	66		2	3	205	
198	6	198	128	4	3	63			3	195	
52	4	52	44			8				13	39

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
ONONDAGA COUNTY—Concluded.								
Minoa.....	1	1						2
Mottville.....	3	3			4			33
Onatavia.....	1	1						4
Onondaga.....	1	1						50
Skaneateles.....	9	9			8	2		66
Skaneateles Falls.....	4	4				9		307
Woolens and worsteds.....	2	2				5		275
Solvay.....	4	4			2	291	3,954	4,245
Sodas and other alkalies.....	1	1				255	3,386	3,641
Dynamos and electrical supplies.....	1	1				30		294
Pottery products.....	1	1			2	6		194
Syracuse (See Table XIII).....	519	498	10	9	461	1,139	20,526	21,665
Tully.....	3	3						16
Warners.....	4	4			2	5		154
ONTARIO COUNTY.....								
	123	121	1	4	113	200	3,921	4,124
Canandaigua.....	26	26		1	23	52		861
Sheet metal work.....	1	1			3	23		652
Chapinville.....	1	1			2			5
Clifton Springs.....	10	10		1	8	2		97
Flint.....	1	1			1			13
Geneva.....	50	48	1		43	116	2,287	2,403
Cooking and heating apparatus.....	3	3			1	32		446
Fruit and vegetable canning.....	1	1				3		400
Optical apparatus.....	2	2				21		308
Tin cans.....	3	3			1	3		222
Stationary engines, boilers, etc.....	4	4			5	17		207
Gorham.....	3	3			3			4
Littleville.....	2	2			1	2		120
Manchester.....	1	1			1			1
Naples.....	11	11		2	11			44
Phelps.....	8	8			10	5		125
Rushville ^a	1	1						20
Shortsville.....	3	3			2	12		129
Stanley.....	1	1			2			2
Victor.....	5	5			6	11		213
Pottery products.....	1	1			2	11		200
ORANGE COUNTY.....								
	213	213		3	94	309	13,519	13,828
Central Valley.....	3	3			2			48
Cornwall.....	2	2				1		17
Cornwall Landing.....	2	2				4		68
Cornwall-on-Hudson.....	3	3			2	3		40
Firthcliff (carpets and rugs).....	1	1				10		623
Goshen.....	10	10			3	5		211
Highland Falls.....	7	7		1	6	1		17
Highland Mills.....	1	1				2		40
Mechanicstown.....	2	2			1			8
Middletown.....	35	35			11	56	1,900	
Railway repair shops.....	1	1				21		540
Men's hats and caps.....	1	1				3		300
Tools and dies.....	3	3				4		253
Monroe.....	5	5			1	4		65
Montgomery.....	2	2			4			87
New Hampton.....	1	1						43
New Windsor.....	9	9				20		898
Newburgh.....	81	81			40	140	5,001	
Tailoring.....	4	4			1	33		919
Men's hats and caps.....	2	2			1	6		528
Stationary engines, boilers, etc.....	3	3				11		396

^a See also Rushville under Yates County.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Onondaga-Orange

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				Over 63 hrs.
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	
2		2	2								2
33		33	22			11			11	22	
4		4	4								
50		50	50						50		
68	2	68	58			8		6		32	
116	9	307	212	13	3	79			3	276	
222	6	275	184	12	3	76			3	272	
341	291	3,931	3,630	49	13	228	11	1	207	3,723	
324	255	3,386	3,326	25	1	53	1	1	34	3,351	
177	30	294	167	10		127				294	
519	6	171	76	7	10	68	10		171		
16	1,136	19,383	14,583	439	195	3,964	202	892	6,903	11,115	4
159	5	16	16							64	
		154	154								
1892	198	3,694	2,993	84	19	595	3	107	1,238	2,139	2
908	52	856	728	27	5	96		39	697	84	
675	23	658	560	25	3	64			658		
5		5	4		1				5		
99	2	97	70	3		24		38	2	54	
13		13	10		3					13	
252	114	2,138	1,622	43	7	463	3	17	224	1,728	16
478	32	446	444	2						446	
334	3	331	100	6		224	1		1	230	16
329	31	308	199	12	2	96			16	293	
226	3	228	177	5		40			7	215	
224	17	207	203	2	2				64	143	
4		4	3			1				4	
122	2	120	116	3	1				118		
1		1	1							1	
35		35	34	1				4	8	23	
103	5	98	92	3		3		6		92	
4		4				4				4	
140	12	128	122	2	2	2		2	2	124	
204	11	193	190	2		1		1	182	10	
121	11	180	179	1				180			
309		12,503	9,296	281	138	2,782	56	984	4,592	6,611	36
		34	30	2		2		2	8	24	
		13	13						8	5	
		58	58						58		
		40	23		2	15			39	1	
		623	385	22	28	174	14	42	581		
		147	136	2		9		15	14	118	
		17	11	1		5			9	8	
		26	16	2	7	9	2		9	27	
		8	8							2	
		1,593	1,277	27	11	274	4	68	226	1,213	
		640	536	4						540	
		13	10			3				13	
		246	207	12	10	17			8	238	
		61	61							44	
		57	42	4	6	32	3	9	2	76	
		33	29			4				4	
		788	678	23	1	84	2	11	279	370	12
		4,594	2,902	74	34	1,570	14	671	2,702	1,190	3
		910	165	6	6	737	6	12	891	7	
		528	413	8		112		528			
		347	346	1					347		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
ORANGE COUNTY—Concluded.								
Newburgh—Concluded.								
Boat and ship building.....	1	1				4	400	4
Woolens and worsteds.....	2	2			1	3	372	3
Machinery not elsewhere specified	3	3			1	11	314	3
Cotton goods.....	2	2				5	319	2
Dyeing, finishing, etc.....	1	1				4	261	1
Port Jervis.....	23	23		1	13	28	1,515	1,515
Railway repair shops.....	1	1				10	655	1
Roseton (building brick).....	4	4				6	1,306	1,306
Salisbury Mills.....	1	1				2	82	1
Southfields.....	1	1				1	91	1
Sparrowbush.....	1	1				1	80	1
Walden.....	12	12		1	8	15	1,273	1,273
Cutlery.....	3	3			2	9	1,117	1,117
Warwick.....	7	7			3	10	106	106
ORLEANS COUNTY.....	59	59			33	39	1,956	1,956
Albion.....	19	19			12	1	485	485
Fruit and vegetable canning.....	1	1				1	260	260
Holley.....	10	10			5	5	277	277
Medina.....	28	28			15	33	1,183	1,183
Furniture and upholstery.....	5	5				17	497	497
Iron castings.....	3	3				9	318	318
Shelby.....	2	2			1		11	11
OSWEGO COUNTY.....	170	168	1	6	168	232	9,230	9,230
Altmar.....	2	2			2		30	30
Battle Island.....	1	1				5	131	131
Cleveland.....	3	3			1	2	206	206
Constantia.....	2	2			2		40	40
Fulton.....	41	41			45	49	2,564	2,564
Woolens and worsteds.....	1	1				8	1,142	1,142
Fruit and vegetable canning.....	1	1				5	345	345
Fire arms.....	1	1			3	12	265	265
Paper mills.....	5	5			6	8	219	219
Lacona.....	5	5			5		14	14
Mexico.....	11	11		1	8	1	118	118
Minetto (Oilcloths, window shades, etc.).....	1	1			1	7	317	317
Orwell.....	2	2			2		24	24
Oswego.....	62	60	1	4	59	159	5,042	5,042
Knit goods.....	5	5			5	10	954	954
Stationary engines, boilers, etc....	6	6			7	41	794	794
Railway repair shops.....	1	1				13	642	642
Starch.....	2	2			1	10	452	452
Matches.....	1	1				6	450	450
Cotton goods.....	1	1				4	375	375
Packing boxes, crates, etc.....	2	2				5	280	280
Car wheels and railway equip- ment.....	1	1				10	200	200
Parish.....	4	4			5		49	49
Phoenix.....	20	20		1	26	4	373	373
Pulaski.....	12	12			9	5	239	239
Richland.....	1	1					60	60
Sandy Creek.....	3	3			3		23	23
OTSEGO COUNTY.....	97	97			69	73	2,158	2,158
Bowerstown.....	1	1			1		5	5
Cherry Valley.....	6	6			4	1	45	45
Clinton Mill.....	1	1					3	3

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Orange-Otsego

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
308	4	304	300	4				304			
363	3	360	221	23	13	99	4	18		342	
325	11	314	313	1				314			
277	6	272	130	7	12	123		88		184	
236	4	232	140	12	2	78		2		230	
1,467	28	1,469	1,012	54	9	385	9	68	516	885	
666	10	656	640	16						656	
1,283	6	1,287	1,240	39	8			47		1,240	
82	2	82	69	1		12				13	6
91	1	91	80	4		7				91	
80	1	80	80							80	
1,258	15	1,258	1,044	25	32	149	8	1	136	1,121	
1,117	9	1,117	932	24	32	121	8		40	1,077	
104	10	104	102	1		1			5	99	
1,213	39	1,213	1,025	28	17	143		43	155	1,002	1
159	1	159	127			32		24	33	89	1
40	1	40	40							40	
64	5	64	36			28			29	35	
979	33	979	851	28	17	83		19	93	867	
473	17	473	407	26	17	23			11	462	
318	9	318	317	1					42	276	
11		11	11							11	
8,798	231	8,798	6,272	201	112	2,103	110	95	1,429	6,693	58
30		30	30						5	25	
131	5	131	131								13
63	2	63	50			13			2	61	
40		40	37			3		18		22	
2,461	48	2,461	1,736	38	30	631	26	12	69	2,020	36
1,104	8	1,104	698	14	12	466	16		28	1,076	
291	4	291	176	15	16	75	10		26	265	
266	12	266	261	3	1					265	
216	8	216	191	1		23				25	19
14		14	14					1		13	
94	1	94	57			37		12		82	
317	7	317	250	5		62				317	
22		22	22							22	
4,969	159	4,969	3,458	143	80	1,209	79	61	1,321	3,587	
954	10	954	197	23	33	662	39		72	882	
794	41	794	778	16						794	
642	13	642	642						642		
452	10	452	321	12	5	109	5		20	432	
430	6	430	216	24	16	155	20		36	394	
375	4	375	243	8	4	118	2		6	369	
280	6	280	224	37	19				205	75	
200	10	200	200						200		
49		49	38	2		9		1		48	
326	4	326	243	9	2	71	1	20		231	7
239	5	239	177	2		56	4			222	1
27		27	21	2		4				27	
16		16	8			8				16	
2,041	73	2,041	1,559	21	8	448	5	112	824	780	32
5		5	5							5	
43		43	39			4		3	2	36	
3		3	3								
5	1										
44											
3											

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYERS IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
OTSEGO COUNTY—Concluded.								
Colliersville.....	1	1			1		5	5
Cooperstown.....	8	8			6	12	100	112
Edmeston.....	7	7			4		30	30
Hartwick.....	1	1					14	14
Leonardsville a.....	1	1			2	4	60	64
Milford.....	5	5			3		43	43
Oneonta.....	27	27			24	42	1,266	1,308
<i>Railway repair shops</i>	1	1				25	830	855
Otego.....	4	4			3		33	33
Phoenix Mills.....	1	1				4	155	159
Richfield Springs.....	9	9			3	7	158	165
Schenevus.....	5	5			3		52	52
Schuyler Lake.....	1	1			1		6	6
South Edmeston.....	2	2			1	1	34	35
Unadilla.....	12	12			9	2	125	127
Worcester.....	5	5			4		24	24
PUTNAM COUNTY.....	27	27			10	17	1,354	1,371
Brewster.....	5	5			1	2	107	109
Carmel.....	4	4			1		16	16
Cold Spring.....	12	12			5	13	1,037	1,050
<i>Iron Castings</i>	1	1				13	687	600
<i>Bridges and structural iron</i>	1	1					250	250
Highlands.....	1	1				2	33	35
Lake Mahopac.....	1	1					3	3
Patterson.....	4	4			3		158	158
QUEENS COUNTY.....	538	538		18	319	783	23,852	24,635
(New York City, Queens Borough. See Table XIII.)								
Bayside.....	2	2			2		2	2
Berlin (<i>Sheet metal work</i>).....	1	1				10	1,082	1,092
College Point.....	23	23		2	15	49	1,880	1,929
<i>Rubber and gutta per cha goods</i>	3	3				26	1,100	1,196
<i>Silk and silk goods</i>	2	2				5	438	445
Corona.....	19	19		1	15	18	593	611
<i>Brass and bronze ware</i>	1	1				14	403	417
Dunton.....	3	3					41	41
East Williamsburg.....	21	21		2	17	62	805	867
<i>Architectural iron work</i>	1	1				40	450	490
Elmhurst.....	10	10			8		29	29
Evergreen.....	23	23		1	13	24	531	555
Far Rockaway.....	17	17			13	3	157	160
Flushing.....	21	21			14	23	308	331
Glendale.....	12	12		1	3	22	386	408
Hollis.....	1	1			1		1	1
Jamaica.....	26	26		1	19	13	383	396
Laurel Hill.....	5	5			3	56	343	1,399
<i>Smelting and refining</i>	1	1				22	1,064	1,086
<i>Chemicals and drugs</i>	1	1				30	255	285
Long Island City.....	209	209		5	107	411	705	11,116
<i>Cut stone</i>	24	24			9	37	115	1,152
<i>Pianos, organs, etc.</i>	3	3				12	992	1,004
<i>Mineral oil products</i>	3	3				13	895	908
<i>Silk and silk goods</i>	4	4				21	790	811
<i>Sugar and molasses refining</i>	1	1				36	660	696
<i>Fixtures (store, office, etc.)</i>	1	1				13	451	444
<i>Boat and ship building</i>	6	6				25	370	395
<i>Sheet metal work</i>	4	4				6	388	394
<i>Railway repair shops</i>	1	1				4	380	384
<i>Motor vehicles</i>	6	6			1	28	321	349

See also Leonardsville under Madison county.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Otsego-Queens Co

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
12		2	2							2	
		91	59	3	2	27			8	82	1
		30	29			1		1	3	6	20
		14	14								14
4		33	33							33	
		37	29		1	7		1		34	2
42		1,211	989	12		206	4	70	784	145	212
85		830	828	4					630		200
		33	31			2		1		4	28
		155	70	4	2	79			2	153	
4		150	69			81			11	136	3
7		51	46		1	4		5	6	40	
		6	6							6	
		34	30	2	2						34
1		120	92			28		29		87	4
2		23	13			9	1	2	8	11	2
17		1,120	1,005	16	5	94		42	370	702	6
		99	65			34		34	53	12	
2		13	7	4		2		3	10		
13		847	828	12	5	2		5	176	666	
13		474	468	6	2				2	472	
24		179	176	2	1					179	
3		22	22							22	
136		3	3								3
		136	80			56			131	2	3
30											
783		22,607	18,296	557	239	3,278	237	3,496	8,229	9,644	1,238
		2	2							2	
10		1,082	900	30	3	149				1,082	
49		1,760	1,033	60	20	605	42	194	555	1,009	2
26		991	639	40	12	380	20		32	959	
6		438	177	16	5	218	22	27	411		
18		591	480	12	2	88	9	33	374	180	4
14		403	360	10	2	30	1	33	370		
		41	41							31	10
62		594	545	22	8	15	4	11	288	295	
40		250	248	2					250		
		27	27						10	12	5
24		485	406	12	9	40	18	136	121	223	5
3		106	99	2	2	3			73	20	13
23		306	230	1		74	1	28	142	122	14
22		356	220	3	2	121	10	8	230	118	
		1	1							1	
13		359	195	11	5	135	13	117	144	87	11
56		1,343	1,343						3	1,065	275
22		1,064	1,064							1,064	
30		255	255								255
411		8,838	8,838	249	101	958	49	2,073	4,863	2,403	856
37		986	986	10	2			997			
12		997	937	30	25				998		
13		895	835	15	10	35			895		
21		790	315	2	5	440	28	5	404	381	
38		560	544	13	3					16	544
13		431	425	4	2			431			
25		341	341					40	201		
6		388	312	45	16	15		120	247	21	
4		360	360							360	
28		321	312	7	2				321		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E PLOYEES IN THE YEAR		
		Once.	More than once.			Office help.	Shop force.	Total
QUEENS COUNTY—Concluded.								
Long Island City—Concluded.								
Paint, varnish, etc.	12	12			6	29	308	
Machinery.	8	8			7	13	301	
Gas.	2	2				2	305	
Cigars.	3	3			2	10	277	
Scales, meters, phonographs, etc.	1	1				7	273	
Terra cotta, etc.	1	1				7	225	
Maspeth.	19	19		1	13	4	312	
Middle Village.	1	1			1		1	
Morris Park.	5	5			3	25	784	
Railway repair shops.	1	1				24	766	
Ozone Park.	10	10			5	13	250	
Men's hats and caps.	1	1				8	200	
Queens.	2	2			1		49	
Richmond Hill.	20	20			13	14	976	
Pipes, tobacco.	1	1				7	433	
Silk and silk goods.	1	1				3	299	
Ridgewood Heights.	29	29		2	24	9	453	
Rockaway Beach.	20	20			4	5	238	
Rosedale.	1	1			1		4	
Union Course.	7	7		1	5	1	49	
Whitestone.	8	8		1	4	6	153	
Winfield.	8	8			10		94	
Woodhaven.	9	9			4	8	2,094	2
Sheet metal work.	1	1				8	2,055	2
Woodside.	6	6			1	7	149	
RENSSELAER COUNTY.	548	548		1	246	673	26,980	27
Averill Park.	3	3			1		58	
Berlin.	5	5					199	
Castleton.	7	7			2	9	419	
Pianos, organs, etc.	1	1				3	287	
Cropseyville.	1	1			1		1	
Eagle Mills.	2	2					15	
Grafton Center.	2	2					93	
Hoosick Falls.	21	21		1	8	65	1,932	1
Agricultural implements.	1	1				63	1,278	1
Shirts, collars and cuffs.	1	1				1	258	
Knit goods.	1	1				3	225	
Johnsonville.	4	4			4	1	29	
Nassau.	4	4			1		147	
North Hoosick.	2	2				2	45	
Petersburg.	3	3					57	
Rensselaer.	27	27			19	36	908	
Railway repair shops.	3	3				19	374	
Felt goods.	1	1				9	290	
Schaghticoke.	6	6			3	6	354	
Woolens and worsteds.	1	1				3	225	
Troy (See Table XIII).	451	451			206	548	22,318	2
Valley Falls.	4	4				2	254	
Cotton goods.	1	1				1	225	
Walloomisack.	2	2				3	75	
West Sand Lake.	4	4			1	1	73	
RICHMOND COUNTY.	196	196			80	310	9,313	
(New York City, Richmond Bor- ough. See Table XIII.)								
Bulls Head.	1	1					4	
Castleton Corners.	2	2				2	27	
Chelsea.	1	1				1	60	
Clifton.	4	4				6	156	
Concord.	4	4			1		19	
Fort Wadsworth.	1	1			1		2	

REPORT OF BUREAU OF

NUMBER OF EMPLOYEES AT TIME OF

In s.	SHOP FOR		
	Total.	Men (18 yrs. +).	Youths (16-18 years).
19	308	294	7
3	299	291	6
2	180	180	0
2	275	186	6
2	273	218	30
2	225	220	6
2	292	244	3
1	1	1	0
784	761	16	16
766	760	16	16
237	169	6	6
800	135	4	4
44	44	0	0
954	690	46	46
465	350	30	30
299	171	18	18
423	189	10	10
102	95	2	2
3	3	0	0
37	32	0	0
153	120	6	6
86	60	7	7
2,094	1,391	55	55
2,056	1,358	60	60
149	137	4	4
26,071	12,806	390	390
54	9	0	0
192	89	0	0
414	259	42	42
287	155	40	40
1	1	0	0
15	15	0	0
93	8	0	0
1,533	1,119	3	3
937	937	0	0
258	17	0	0
199	40	3	3
15	15	0	0
146	75	11	11
43	42	0	0
57	36	0	0
904	655	25	25
374	374	0	0
290	139	26	26
230	135	9	9
101	73	0	0
21,973	10,094	206	206
250	136	0	0
225	120	0	0
78	77	0	0
73	41	4	4
8,985	7,969	94	94
4	4	0	0
27	27	0	0
27	27	0	0
151	150	0	0
19	19	0	0
2	2	0	0

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYERS IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
RICHMOND COUNTY—Concluded.								
Garretson.....	2	2						49
Graniteville.....	5	5			1	1		351
Matches and explosives.....	3	3				1		272
Grant City.....	2	2			1			5
Grassmere.....	1	1						8
Greatkills.....	2	2			2			3
Green Ridge (building brick.)...	3	3						263
Kreischerville.....	2	2			1	1		124
Linoleumville.....	2	2			1	3		731
Oil cloth, etc.....	1	1				3		730
Livingston.....	1	1						92
Mariner Harbor.....	7	7			1	25		627
Boat and ship building.....	5	5			1	23		557
Milliken (bridges and structural iron.).....	2	2				52		1,650
New Brighton.....	25	25			10	25		622
Paint, varnish, etc.....	4	4				2		232
New Dorp.....	2	2			1			2
Port Richmond.....	12	12			3	28		1,016
Boat and ship building.....	1	1				19		687
Princess Bay (professional and scientific instruments.).....	1	1				50		534
Richmond.....	1	1						4
Richmond Valley.....	2	2			2			50
Rosebank.....	6	6			1	6		173
Rossville.....	3	3			1	2		92
St. George.....	1	1				2		6
Stapleton.....	37	37			22	9		361
Tompkinsville.....	18	18			9	20		471
Paper mills.....	1	1				16		357
Tottenville.....	12	12			3	10		510
Terra cotta, etc.....	1	1				9		315
West New Brighton.....	34	34			19	67		1,301
Boat and ship building.....	3	3				5		341
Cleaning and dyeing.....	2	2			1	12		302
Women's white goods.....	1	1				4		245
Machinery.....	2	2			1	37		196
ROCKLAND COUNTY.....								
	95	95			1	22		5,483
Clarkstown.....	1	1						140
Garnerville (cotton goods).....	1	1				3		702
Grassy Point.....	3	3				1		128
Haverstraw.....	42	42			3	7		2,364
Building brick.....	29	29						2,097
Silk and silk goods.....	2	2				6		205
Hillburn.....	2	2				39		359
Railway repair shops.....	1	1				38		345
New City.....	2	2			3			31
Nyack.....	23	23			5	14		511
Orangeburg.....	2	2				5		199
Pearl River.....	2	2				15		409
Machinery.....	1	1				15		405
Piermont.....	3	3		1	2	4		155
Ramapo.....	1	1				3		142
Rockland Lake.....	2	2						68
Spring Valley.....	6	6			6	1		203
Stony Point.....	1	1						3
Suffern.....	3	3			3			17
Tompkins Cove.....	1	1				2		52

Richmond-Rockland Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
3528	1	38	23			15		2	36			
352	1	351	191	2	7	136	15	4	22	325		
879	1	878	167		4	108	9	4	15	255		
5		5	5						1		4	
8		8	6			2		8				
3		3	3							3		
263		263	257	4	2			2		261		
124	1	124	124							124		
731	3	731	666			65			1	730		
730	3	730	665			66				730		
92		92	92					92				
447	21	447	431	10	6				377	70		
377	19	377	361	10	6				377			
1,702	52	1,650	1,618	31	1				750	900		
647	25	622	530	12		80		10	219	393		
234	3	232	222	8		8			123	109		
2		2	2					1			1	
1,044	28	1,016	992	12	1	11			718	298		
706	19	687	675	12					687			
584	50	534	475	16		43			534			
4		4	4							4		
39		39	20			19			39			
179	6	173	128			43	2		165	8		
94	2	92	66			24	2		42	50		
8	2	6	6					6				
363	9	354	276	3	3	72		38	166	141	9	
490	20	470	401	4	9	55	1	31	27	387	25	
353	16	337	278	4	8	52	1		9	328		
514	10	504	502			2		5	426	73		
324	9	315	315						315			
1	67	1,227	922			296	9	217	676	334		
294	6	341	341						341			
346	12	302	172			130			16	286		
314	4	171	11			161	9	171				
176	37	196	196						196			
233												
5,389	94	5,295	4,635	171	53	424	12	127	1,340	3,653	175	
100		100	65	5		30				100		
705	3	702	538	30	25	101	8		33	669		
104	1	103	100	3				3	38	62		
370	7	2,363	2,169	98	16	80		116	207	2,040		
987		2,087	1,983	98	16			114		1,983		
211	6	206	130			75			185	20		
358	39	319	314	5					305		14	
345	38	306	300	6					306			
31		31	19			12			31			
487	14	473	325	17	6	123	2		259	214		
204	5	199	199							185	14	
424	15	409	406	3					405	4		
480	16	405	402	3					405			
158	4	154	148	3		3			3	4	147	
145	3	142	140	2						142		
68		68	68							68		
162	1	161	83	4	6	66	2	8	47	106		
3		3	3							3		
16		16	6	1		9			12	4		
54	2	52	52							52		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
ST. LAWRENCE COUNTY.....	279	275	2		255	153	6,258	6,411
L Aldrich.....	1	1			1	2	47	4
Benson Mines.....	2	2			1	2	66	6
Brasher Falls.....	9	9			10	1	41	4
Brasie Corners.....	1	1			1		2	
Canton.....	17	17			18	3	128	13
De Kalb Junction.....	3	3			3		4	
Dodgeville.....	1	1					19	1
Edwards.....	7	7			7	2	58	6
Emeryville.....	1	1					50	5
Fine.....	1	1			1		9	
Fort Jackson.....	5	5			6		24	2
Fullerville.....	2	2					16	1
Gouverneur.....	28	28			27	19	526	54
<i>Cut stone</i>	7	7			5	5	209	2
Hailesboro.....	4	4			1		27	
Hammond.....	3	3			2		23	
Hannawah Falls.....	1	1				1	103	1
Helena.....	1	1			2		3	
Hermon.....	1	1					15	
Hopkinton.....	3	3			2		31	
Horseshoe.....	2	2					55	
Kalurah.....	1	1					18	
Lawrenceville.....	3	3					6	
Madrid.....	7	7			7	3	60	
Madrid Springs.....	1	1			1		3	
Massena.....	10	8	1		6	20	844	8
<i>Smelting and refining</i>	1	1				16	760	7
Massena Springs.....	1	1					10	
Morristown.....	5	5			6	3	66	
Natural Dam.....	1	1				2	95	
New Bridge.....	1	1			1	2	30	
Newton Falls.....	4	4			1	4	112	
Nicholville.....	4	4			7		22	
Norfolk.....	3	3			2	5	382	
<i>Pulp and paper mills</i>	1	1				3	302	
North Lawrence.....	4	4			4		8	
Norwood.....	8	8			8	4	137	
Oakville.....	1	1			1		2	
Ogdensburg.....	70	68	1		76	54	1,748	1
<i>House trim</i>	6	4	1		7	17	567	
<i>Silk and silk goods</i>	1	1			1	5	273	
Oswegatchie.....	1	1					2	
Piercefield (<i>pulp and paper mills</i>).....	1	1				6	290	
Potsdam.....	32	32			29	11	577	
<i>Pulp and paper mills</i>	1	1			2	3	212	
Pyrites.....	2	2			1	4	180	
Raymondville.....	1	1				3	110	
Richville.....	2	2			2		5	
Rossie.....	3	3			2		4	
Scotts Bridge.....	1	1			1		18	
South Edwards.....	2	2					18	
South Hammond.....	1	1					1	
Stammerville.....	1	1					11	
Wanakena.....	7	7			8	2	194	
Wegatchie.....	2	2			3		20	
West Stockholm.....	5	5			7		36	
Winthrop.....	1	1					2	
SARATOGA COUNTY.....	216	214	1	4	76	213	8,615	8
Ballston Lake.....	2	2		1	1		5	
Ballston Spa.....	27	27		1	13	23	1,056	1
<i>Leather</i>	1	1				4	450	

St. Lawrence-Saratoga Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.

WEEKLY HOURS OF LABOR.

Children
under
14 years
(in shop
except as
noted).

Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
5,607	153	5,544	4,612	97	14	781	40	462	853	3,476	753	.....
47	2	45	45							45		
52	2	50	50							50		
33	1	32	28	4						32		
2		2	2								2	
120	3	117	107		1	9		7	5	102	3	
4		4	4							4		
19		19	19							19		
48	2	46	45	1						27	19	
46		46	40	5	1					46		
6		6	6							6		
21		21	21							21		
16		16	16							9	7	
487	19	468	333	4		125	6	10	183	258	17	
179	6	174	174							174		
25		25	25							4	21	
18		18	18							17	1	
85	1	84	84								84	
3		3	3							3		
15		15	15								15	
30		30	29	1						30		
45		45	45							45		
14		14	14								14	
6		6	6							6		
59	3	56	25			31			2	50	4	
1		1	1							1		
798	20	778	766	8		4			7	771		
713	16	697	690	7						697		
10		10	10							10		
62	3	59	33	2		24			31	28		
92	2	90	90								90	
27	2	25	25							25		
99	4	95	95							39	56	
16		16	16							16		
364	5	359	343		2	13	1		293	66		
306	3	302	290		2	9	1		293	9		
8		8	8							8		
137	4	133	121	7		5			104	29		
2		2	2								2	
1,516	54	1,462	961	10	10	448	33	85	135	1,210	32	
529	17	512	512						16	496		
278	6	273	40		3	206	26		28	246		
1		1	1							1		
286	6	280	250	10		20		260	20			
510	11	499	378	22		99		6	67	205	221	
216	3	212	186	16		18				27	186	
184	4	180	180							20	160	
103	3	100	94	6				94	6			
5		5	5							5		
3		3	3								3	
12		12	12							12		
16		16	16							16		
1		1	1								1	
11		11	11							11		
186	2	184	167	17						184		
10		10	7			3				10		
34		34	34							33	1	
2		2	2							2		
1,168	211	7,957	5,796	65	33	2,033	30	1,636	1,842	3,380	1,099	.....
3		3	3					3				
962	23	939	738	4	1	196		184	265	478	12	
306	4	301	361			30				391		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
SARATOGA COUNTY—Concluded.								
Corinth.....	9	9			4		98	98
Crescent.....	4	4					124	124
Factory Village.....	3	3				1	60	61
Fennimore (pulp mills).....	3	3				6	246	252
Hadley.....	2	2				3	125	128
Mechanicville.....	39	39		1	15	35	1,948	1,983
Pulp and paper mills.....	1	1				17	651	658
Building brick.....	3	3					297	297
Knit goods.....	2	2				2	260	262
Shirts, collars and cuffs.....	2	2				1	250	251
Moreau.....	1	1					19	19
Palmer Falls (pulp and paper mills).....	1	1				5	665	670
Rock City Falls.....	2	2				1	35	36
Round Lake.....	1	1					2	2
Saratoga Springs.....	69	67	1		22	93	1,242	1,335
Machinery.....	1	1				6	340	346
Schuylerville.....	8	8			4	7	340	347
Wall paper.....	1	1				6	197	203
South Glens Falls.....	5	5		1	3	8	446	454
Pulp and paper mills.....	1	1				8	360	368
Stillwater.....	10	10			2		128	128
Victory Mills.....	1	1				3	319	323
Waterford.....	28	28			12	27	1,706	1,733
Knit goods.....	8	8				16	1,255	1,259
Brass and bronze ware.....	1	1				6	225	230
West Milton.....	1	1				1	51	52
SCHENECTADY COUNTY.....	212	212		2	112	2,024	22,281	24,304
Rotterdam.....	2	2			1	1	17	19
Schenectady (See Table XIII).....	204	204		2	107	2,023	22,234	24,257
Scotia.....	6	6			4		30	34
SCHOHARIE COUNTY.....	80	80			32	25	663	688
Broome Center.....	1	1					3	3
Central Bridge.....	5	5			1		22	27
Charlotteville.....	2	2			2		4	6
Cobleskill.....	33	33			14	15	271	285
Esperance.....	3	3					24	27
Gallupville.....	2	2					7	9
Gilboa.....	3	3			1		9	12
Howes Cave.....	3	3			1	9	195	208
Jefferson.....	4	4			1		15	19
Middleburg.....	11	11			10		34	44
Richmondville.....	4	4			1	1	48	53
Schoharie.....	8	8			1		28	37
Summit.....	1	1					3	4
SCHUYLER COUNTY.....	35	35			22	23	626	649
Burdett.....	2	2			1	1	6	8
Hector.....	1	1			1		2	3
Montour Falls.....	7	7			4	14	217	224
Odessa.....	4	4			2		23	25
Valois.....	1	1				1	29	30
Watkins.....	20	20			14	7	349	363
Salt.....	2	2				6	224	230

Saratoga-Schuyler Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
93		93	83			60		3		82	8	
120		120	116	1	3			1	25	94		
61	1	60	60						27	30	3	
252	6	246	246					239	7			
128	3	125	104			21		100		25		
1,852	35	1,847	1,379	12	6	447	3	20	455	727	645	
667	17	660	626			26				26	626	
267		267	261	6					267			
262	8	260	96	4	6	163	3		8	262		
231	1	230	8			222				230		
19		19	19						19			
670	5	665	661			4		665				
36	1	35	35								35	
2		2	2								2	
1,068	91	997	757		1	235	4	73	570	309	45	
331	6	326	326						326			
340	7	333	219	16	4	94		2		130	201	
203	6	197	144	16	4	33				33	164	
416	8	408	407			1		342	64	2		
380	8	348	348					348				
127		127	56		1	66	4		42	35	50	
322	3	319	141	30	2	144	2		4	316		
1,595	27	1,568	772	2	15	762	17	4	364	1,150	50	
1,194	16	1,178	401	1	14	745	17	2	173	1,003		
189	6	184	184						184			
52	1	51	48			3				3	48	
24,305	2,024	22,281	20,009	159	51	2,044	18	325	20,786	1,132	38	
18	1	17	17							17		
24,257	2,023	22,234	19,970	157	51	2,038	18	310	20,786	1,100	38	
30		30	22	2		6		15		15		
688	25	663	506	1	2	154	1	24	139	500		
3		3	3							3		
22		22	22							22		
4		4	4						2	2		
286	15	271	167			104		8	71	192		
24		24	5			19		13	8	3		
7		7	7							7		
9		9	9						2	7		
204	9	195	192			3				195		
15		15	15						3	12		
34		34	34						5	29		
49	1	48	19		2	26	1		45	3		
28		28	25	1		2		3	3	22		
3		3	3							3		
530	23	507	440	3		64		12	42	451	2	
7	1	6	6							6		
2		2	2							2		
219	14	205	204			1		1	3	201		
13		13	12			1			7	6		
12	1	11	10			1				11		
277	7	270	206	3		61		11	32	225	2	
183	6	177	159	2		36				177		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
SENECA COUNTY.....	80	80		3	28	121	3,182	3,303
Borden City.....	1	1				7	83	90
Interlaken.....	8	8			3	1	78	81
Ovid.....	5	5		1	2	1	20	23
Seneca Falls.....	41	41			12	98	2,159	2,257
Stationery engines, boilers, etc..	4	4				71	1,208	1,279
Articles of horn, bone, etc.....	1	1				3	226	229
Waterloo.....	25	25		2	11	14	842	856
Woolens and worsteds.....	1	1				5	418	423
STEUBEN COUNTY.....	238	236	1		135	232	8,341	8,573
Addison.....	16	16			12	7	230	242
Atlanta.....	4	4			3		15	19
Avoca.....	6	6			4	2	70	76
Bath.....	25	23	1		12	15	273	286
Campbell.....	2	2			1		6	8
Canisteo.....	18	18			11	3	228	239
Cohocton.....	6	6			3	3	128	134
Coopers Plains.....	3	3			2		20	22
Corning.....	58	58			33	83	3,310	3,393
Blown and cut glass.....	14	14			5	38	1,691	1,744
Car wheels and railway equip- ment.....	3	3				16	706	719
Terra cotta and fire-clay products.	1	1				4	204	205
Railway repair shops.....	1	1				4	196	197
Greenwood.....	4	4			3		21	24
Hammondsport.....	21	21			12	14	196	210
Hornell.....	40	40			19	50	2,817	2,867
Silk and silk goods.....	6	6				13	1,225	1,231
Railway repair shops.....	1	1				11	710	721
House trim.....	2	2			2	4	325	327
Kanona.....	2	2			2		5	7
Painted Post.....	7	7			2	42	600	644
Machinery.....	1	1				36	433	469
Perkinsville.....	2	2			2		5	7
Prattsburg.....	8	8			6		22	30
Rheims.....	1	1				4	40	41
Savona.....	3	3			1		8	11
Urbana.....	1	1				3	42	43
Wayland.....	11	11			7	6	305	312
SUFFOLK COUNTY.....	263	261	1	7	202	111	3,868	3,979
Amityville.....	8	8			9		20	29
Babylon.....	13	13			11		48	59
Bay Shore.....	10	10			8	1	47	55
Bayport.....	2	2			1		22	23
Bellport.....	2	2		1	3		4	6
Bohemia.....	2	2					72	74
Bridgehampton.....	5	5			4		32	37
Center Moriches.....	4	4			4		10	14
Cold Spring.....	1	1			1		6	7
Deer Park.....	2	2			1		8	10
East Hampton.....	8	8			4	1	22	27
East Islip.....	1	1			1		3	4
East Patchogue.....	1	1			1		2	3
East Setauket.....	1	1		1	1			2
Echo.....	1	1			1		4	5
Fairground.....	3	3			1		30	33
Fishers Island.....	7	7			1		65	72
Good Ground.....	1	1			1		1	2
Greenlawn.....	1	1					6	7
Greenport.....	19	19			19	9	312	321

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

Seneca-Suffolk C

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.			
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—			
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
266	121	3,145	2,523	51	9	559	3	30	606	2,487	22
90	7	83	83							83	
79	1	78	45	1		32			26	52	
21	1	20	12			8				17	
229	98	2,131	1,784	35	8	302	2	11	141	1,969	10
879	71	1,808	1,178	19	1	16			1	1,207	
229	3	326	118	3	1	108	8		3	223	
847	14	833	599	15	1	217	1	19	439	366	
423	5	418	357	6		155			418		
1,128	232	7,896	5,934	260	47	1,643	12	102	2,254	5,445	95
199	7	192	161	5		26		18	8	166	
14		14	6			8		9		5	
71	2	69	63			6		2	3	64	
264	15	249	205			44		5	19	221	
4		4	4							4	
189	3	186	123	5		58		25	6	155	
114	3	111	59	1	1	44	6	5		106	
10		10	10					8		7	
233	83	3,150	2,506	208	33	403		21	1,138	1,978	15
1,654	32	1,622	1,238	204	32	148			969	653	
722	16	706	690			16				706	
176	4	172	172							172	
185	4	181	181							181	
15		15	15							15	
157	14	143	128			15		1		138	
810	50	2,760	1,749	26	7	974	4	7	959	1,722	7
1,231	13	1,208	351	10	6	838	4		9	1,199	
721	11	710	710						710		
329	4	325	311	12	2					325	
4		4	4					2		2	
625	42	583	573	3	1	6			102	481	
469	36	433	433					3		433	
3		3	3			1		1	3	13	
17		17	16							40	
44	4	40	40						2	5	
7		7	7			2				37	
40	3	37	35	12	5	56	2		14	286	
308	6	302	227								
3,547	111	3,436	2,432	103	56	789	56	274	2,243	822	9
20		20	18			2			6	12	
46		46	35	1	2	8		3	8	29	
38	1	37	26	2		9			26	6	
4		4	4						2	2	
2		2	2						2		
72		72	31			41		61	11		
21		21	20			1			16	5	
9		9	9					2		6	
2		2	2							2	
5		5	5							5	
17	1	16	13			3			7	1	
13		3	3							3	
1		1	1							1	
4		4	2			2			4		
9		9	9							9	
64		64	47			17		12		50	
1		1	1								
6		6	6							6	
187		187	187	3	1	7			123	64	1

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E MPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
SUFFOLK COUNTY—Concluded.								
<i>Boat and ship building</i>	3	3				9	198	1
Halesite.....	2	2					6	
Holbrook.....	1	1			1		4	
Huntington.....	16	16			13	4	162	1
Islip.....	6	6		1	4	2	25	
Lindenhurst.....	18	18			16	3	278	2
Manhasset.....	3	3					27	
Mattituck.....	2	2		1	1	1	20	
Northport.....	15	15			13	6	214	2
Patchogue.....	27	25	1		21	42	1,018	1,0
<i>Upholstery goods</i>	1	1				23	552	4
<i>House trim</i>	1	1				10	200	1
Port Jefferson.....	13	13			7	4	134	1
Promised Land (animal oil pro- ducts.).....	1	1				5	200	2
Quogue.....	1	1					5	
Riverhead.....	19	19		1	19	3	167	1
Sag Harbor.....	12	12			6	25	711	7
<i>Gold and silver watch cases</i>	1	1				17	519	4
St. James.....	1	1			1		3	
Sayville.....	6	6			6	1	24	
Shelter Island.....	1	1					3	
Shelter Island Heights.....	2	2					13	
Smithtown.....	1	1			1		1	
Smithtown Branch.....	2	2		1	1	1	15	
Southampton.....	12	12			10	3	49	
Southold.....	5	5		1	5		55	
Speonk.....	1	1			1		4	
Stony Brook.....	2	2			2		11	
West Hampton Beach.....	1	1			1		3	
Wyandanch.....	1	1			1		2	
SULLIVAN COUNTY.....	42	42		4	32	3	279	1
Callicoon.....	3	3		1	1	1	40	
Fallsburg.....	1	1					20	
Grooville.....	1	1			2		26	
Liberty.....	12	12		1	10	2	31	
Livingston Manor.....	7	7		1	5		53	
Monticello.....	8	8			6		70	
Narrowsburg.....	4	4			2		14	
Roscoe.....	6	6		1	6		25	
TIOGA COUNTY.....	98	98			60	63	1,608	1
Berkshire.....	4	4			3		29	
Candor.....	7	7			4		172	
Lockwood.....	3	3			1		7	
Newark Valley.....	10	10			5	14	319	
<i>Agricultural implements</i>	2	2				13	287	
Nichols.....	5	5			3	1	39	
Owego.....	36	36			21	36	720	
<i>Silk and silk goods</i>	1	1				1	199	
Richford.....	3	3			3		23	
Spencer.....	6	6			3		29	
Waverly.....	24	24			17	12	270	
TOMPKINS COUNTY.....	174	170	2		70	67	2,135	2
Brookton.....	4	4			1		6	
Dryden.....	6	6			2	1	45	
Etna.....	1	1			1		2	

II.153

Suffolk-Tompkins Counties

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
87	9	88	88						88			
6		6	6						6			
4		4	4						4			
112	4	112	81			31			67	40	5	
18		18	10			8			14	2	2	
271	3	271	120	10	9	121	11		142	129		
26		26	13			13			16	5	5	
14	1	14	7			7				14		
188	6	188	131			57		101	71	12	4	
989	42	989	620	44	18	268	39	63	906	10	10	
652	23	652	353	20	4	240	35	39	513			
200	10	200	136	4					200			
87	4	87	87						69	8	10	
175	5	170	170							170		
3		3	3								3	
164	3	161	106		2	53			52	106	3	
735	25	710	523	38	19	124	6	25	646	35	4	
530	17	513	372	22	14	99	6	20	493			
3		3	3						3			
21	1	20	13		3	4		2	7	8	3	
3		3	2			1				3		
13		13	3			10			10	3		
1		1	1							1		
4	1	3	3							3		
49	3	46	42	1	1	2		5	12	19	10	
54		54	49	4	1				2	52		
2		2	2						2			
9		9	9						9			
2		2	2								2	
1		1	1							1		
272	3	269	257	1	2	9		10	53	159	47	
41	1	40	40						36		4	
20		20	20								20	
26		26	25	1						26		
33	2	31	28			3		5	2	18	6	
53		53	52		1					39	14	
64		64	61			3			5	56	3	
10		10	8			2		5	2	3		
25		25	23		1	1			8	17		
1,414	63	1,351	1,014	13	5	314	5	64	217	1,066	4	
17		17	10			7				17		
169		169	94	2		73				169		
4		4	4							4		
301	14	287	285	1		1				287		
271	13	258	257	1						258		
39	1	38	22			16				38		
602	36	566	365	2	2	193	4	46	197	319	4	
151	1	150	6			180	4		150			
14		14	12			2			8	6		
22		22	18			3	1	1	2	19		
246	12	234	204	8	3	19		17	10	207		
1,942	67	1,875	1,575	18	3	279		247	257	1,131	240	
6		6	6							6		
44	1	43	34			9				43		
2		2	2							2		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
TOMPKINS COUNTY—Concluded.								
Forest Home.....	1	1					12	
Freeville.....	3	3			2		6	
Groton.....	13	13			5	9	229	
Ithaca.....	129	127	1		55	51	1,567	1,6
<i>Fire arms</i>	1	1				5	186	
Lansing.....	1	1				3	103	
Ludlowville.....	1	1			1		1	
Myers.....	3	1	1			3	119	1
Newfield.....	4	4			1		19	
Slaterville.....	1	1					7	
Trumansburg.....	7	7			2		19	
ULSTER COUNTY.....	224	224		4	81	118	8,707	8,1
Chichester.....	1	1				2	133	
East Kingston (<i>building brick</i>)...	8	8					739	
Ellenville.....	10	10			2	2	282	
<i>Cutlery</i>	1	1				2	240	
Flatbush (<i>building brick</i>).....	5	5					362	
Glasco (<i>building brick</i>).....	6	6				2	711	
High Falls.....	2	2			2		3	
Highland.....	7	7			1		62	
Kingston.....	130	130		3	67	93	4,004	4,
<i>Cigars</i>	7	7			1	8	1,489	1,
<i>Building brick</i>	2	2					493	
<i>Shirts, collars and cuffs</i>	3	3				2	370	
Malden.....	1	1					87	
Marlboro.....	7	7			1		81	
Milton.....	2	2					40	
Napanoch.....	6	6				1	141	
Phoenicia.....	1	1					2	
Port Ewen.....	5	5			1		176	
Rifton.....	3	3				2	391	
<i>Carpets and rugs</i>	1	1				2	298	
Rosendale.....	4	4				2	483	
<i>Cement and lime</i>	3	3				2	480	
Saugerties.....	16	16		1	4	11	560	
<i>Printing and publishing</i>	2	2				6	226	
<i>Paper mills</i>	2	2				5	211	
Shandaken.....	2	2					16	
South Rondout.....	1	1				1	130	
Ulster Landing.....	1	1					42	
Wallkill.....	4	4			3	2	208	
Wilbur.....	2	2					54	
WARREN COUNTY.....	129	129			32	113	4,546	4,
French Mountain.....	1	1				1	14	
Glens Falls.....	100	100			25	82	3,457	3,
<i>Shirts, collars and cuffs</i>	10	10			1	29	1,980	2,
<i>Cement and lime</i>	4	4				10	614	
<i>Pulp and paper mills</i>	1	1				5	902	
Hague.....	1	1				2	40	
Johnsburg.....	1	1				3	50	
Lake George.....	5	5			3		20	
Queensbury.....	3	3				11	276	
<i>Wall paper</i>	1	1				10	256	
Stony Creek.....	3	3			1	1	38	
Warrensburg.....	15	15			3	13	651	
<i>Shirts, collars and cuffs</i>	1	1				3	384	

Tompkins-Warren Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
12		12	12						12			
6		6	5			1				6		
185	9	176	169			7		6	4	164	2	
1,420	51	1,369	1,107	16	2	244		235	239	860	35	
161	5	156	150	6						156		
106	3	103	103								103	
1		1	1							1		
122	3	119	103	2	1	13			1	18	100	
12		12	12							12		
7		7	7							7		
19		19	14			5		6	1	12		
8,542	118	8,424	6,218	142	214	1,736	114	272	1,146	6,133	873	
117	2	115	95	20						115		
739		739	718		21				11	728		
275	2	273	232	4	16	20	1		17	256		
242	8	240	200	4	16	19	1		17	223		
362		362	356	6						362		
710	2	708	653	29	26				26	48	634	
2		2	2							2		
59		59	48	2		9			9	50		
3,896	93	3,803	2,266	34	101	1,305	97	235	909	2,462	197	
1,356	8	1,348	397	10	66	828	57	160	138	1,050		
493		493	476	8	10				10	297	186	
556	2	557	89		6	243	19		217	140		
87		87	84	3						87		
73		73	48			25			3	70		
35		35	25			10				35		
142	1	141	115	4	6	13	3		20	121		
2		2	2							2		
176		176	166	7	3					138	38	
393	2	391	244	3	15	118	11		106	285		
306	2	298	190	3	16	80	10		196	193		
481	2	479	440	24	15				25	454		
476	2	476	437	24	16				25	451		
571	11	560	348	3	6	202	1	37	17	502	4	
232	6	226	96		1	128	1		8	218		
216	6	211	167	8	1	41				211		
14		14	14							14		
131	1	130	130							130		
42		42	40		2				2	40		
181	2	179	139	2	3	34	1		1	178		
54		54	53	1						54		
4,659	113	4,546	2,668	9	41	1,801	27	90	668	3,505	283	
15	1	14	14							14		
2,539	82	3,457	1,964	1	27	1,440	25	84	649	2,519	205	
2,009	29	1,980	693		11	1,267	19		480	1,500		
524	10	514	510		4				4	510		
207	5	202	200						2		200	
42	2	40	40							40		
53	3	50	50							50		
20		20	17			3			4	13	3	
287	11	276	222	8	12	32	2		14	262		
265	10	255	201	8	19	32	2		14	241		
39	1	38	38							38		
664	13	651	323		2	326		6	1	569	75	
387	3	384	160			234				384		

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF E PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total
WASHINGTON COUNTY.....	119	119		8	46	135	4,555	4,690
Battenville.....	1	1					16	
Cambridge.....	11	11		1	4	30	260	
Center Falls.....	1	1					24	
East Greenwich.....	2	2			1		2	
Easton.....	1	1				2	50	
Fort Ann.....	2	2				2	78	
Fort Edward.....	13	13		1	7	8	692	
<i>Pulp mills</i>	1	1				7	550	
Fort Miller.....	1	1				1	48	
Granville.....	15	15			10	1	157	
Greenwich.....	17	17		5	7	12	545	
<i>Knit goods</i>	2	2				2	200	
Middle Falls.....	6	6			1	2	140	
Middle Granville.....	3	3				2	36	
Salem.....	8	8			3	2	187	
Sandy Hill.....	19	19			8	59	1,469	1,469
<i>Paper mills</i>	3	3				11	467	
<i>Paper bags and sacks</i>	1	1				8	349	
<i>Wall paper</i>	1	1				21	265	
Shushan.....	2	2					46	
Thompsons.....	2	2				4	154	
Whitehall.....	15	15		1	5	10	651	
<i>Silk and silk goods</i>	1	1				7	320	
WAYNE COUNTY.....	170	170		7	64	98	2,724	2,731
Clyde.....	17	17		1	6	6	325	
East Williamson.....	2	2			1		11	
Lyons.....	37	37			12	7	687	
<i>Sugar refining</i>	1	1				1	250	
Macedon.....	4	4			1	6	215	
<i>Machinery</i>	1	1				6	207	
Marion.....	8	8		1	3	2	96	
Newark.....	43	43			14	43	825	
Ontario.....	7	7		1	4		41	
Palmyra.....	20	20		2	7	26	313	
Savannah.....	3	3			1		5	
Sodus.....	10	10		1	5	1	33	
Williamson.....	7	7			5	2	91	
Wolcott.....	12	12		1	5	5	82	
WESTCHESTER COUNTY.....	500	494	3	3	147	775	22,556	23,334
Ardsley.....	2	2			1		4	
Baldwin Place.....	1	1					2	
Briarcliff Manor.....	6	6					64	
Bronxville.....	2	2			2	7	118	
Buchanan (oil cloth, window shades)	1	1				5	208	
Chappaqua.....	1	1				1	47	
Croton Falls.....	4	4				2	74	
Croton Point (building brick).....	3	3					204	
Croton-on-Hudson.....	4	4		1	2		47	
Dobbs Ferry.....	8	8			5		40	
Georges Island.....	3	3					144	
Golden Bridge.....	2	2			1		5	
Harrison.....	3	3			2		6	
Hastings-on-Hudson.....	9	9			2	17	1,363	1,363
<i>Dynamos and electrical supplies</i>	1	1				14	270	
<i>Asphalt</i>	1	1				3	211	
Hawthorn.....	1	1			1		1	
Irvington.....	4	4			2	19	221	
Katonah.....	7	7			3		43	
Larchmont.....	2	2			1		5	

Table XII—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
WESTCHESTER COUNTY—Concluded.								
Mamaroneck.....	15	15			3	6	154	169
Montrose.....	1	1					39	39
Mount Kisco.....	7	7			3		38	39
Mount Vernon.....	68	68		1	31	47	1,139	1,184
<i>Silver and plated ware</i>	2	2				20	329	34
Nepera Park.....	1	1				1	3	
New Rochelle.....	35	35			13	53	832	88
<i>Printing and publishing</i>	6	6			1	26	334	36
North Pelham (<i>printing and pub- lishing</i>).....	1	1				3	228	23
North Tarrytown.....	6	6			2	80	1,087	1,16
<i>Motor vehicles</i>	1	1				45	708	75
<i>Stationary engines, boilers, etc.</i> ...	1	1				35	337	37
Ossining.....	30	30			3	4	332	33
Peekskill.....	54	52	1		16	43	2,381	2,42
<i>Cooking and heating apparatus</i> ...	7	6	1			19	776	79
<i>Women's white goods</i>	3	3				5	522	53
<i>Men's hats and caps</i>	1	1				6	422	43
<i>Groceries not elsewhere specified</i> ..	1	1				7	264	27
Pelham.....	1	1					4	
Pleasantville.....	5	5			3		18	1
Port Chester.....	23	23			5	120	2,578	2,69
<i>Hardware</i>	1	1				64	886	95
<i>Iron castings</i>	2	2				22	878	95
<i>Women's white goods</i>	1	1				23	676	69
Rye.....	6	6			3		28	
Sherman Park.....	1	1			1		1	
Somers Center.....	1	1					5	
Tarrytown.....	20	20			9		183	19
Tuckahoe.....	8	8			2	5	343	35
<i>Cut stone</i>	1	1				4	280	29
Valhalla.....	3	3			2		8	
Verplanck.....	6	6					345	35
<i>Building brick</i>	4	4					298	30
White Plains.....	24	24			4	2	244	25
Yonkers (See Table XIII).....	119	115	2	1	25	360	9,951	10,3
Yorktown Heights.....	2	2					19	
WYOMING COUNTY.....	94	92	1	5	31	63	3,195	3,2
Arcade.....	8	8		1	3	2	197	200
Attica.....	14	14		1	5	12	244	256
Bliss.....	2	2					30	
Castile.....	9	9		2	5		27	
Gainesville.....	6	4	1			4	170	175
Perry.....	19	19		1	4	22	1,485	1,5
<i>Knit goods</i>	1	1				16	1,045	1,0
<i>Cutlery</i>	1	1				4	296	30
Pike.....	5	5			4		26	
Portageville.....	5	5			1		76	
Rock Glen.....	2	2				2	175	
Silver Springs.....	4	4			3	4	296	
<i>Salt</i>	1	1				3	275	
Warsaw.....	18	18			5	17	464	
Wyoming.....	2	2			1		5	
YATES COUNTY.....	129	60	34	2	62	27	956	
Bellona.....	1	1			1		1	
Benton Center.....	2	2			2		2	
Branchport.....	3	3			1		32	
Crosby.....	2	2			2		13	
Dresden.....	1	1				1	12	

Westchester-Yates Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	
155	6	149	135	9	1	4	21	54	67	7	
39		39	38	1			39				
32		32	32					14	12	6	
1,091	47	1,044	814	48	7	172	445	450	138	11	
349	20	329	327	38	2	59	94	235			
4	1	3	3				3				
852	53	799	611	26	10	149	133	579	87		
358	26	332	320	16	7	86	32	300			
231	3	228	110	8	10	93	228				
1,161	80	1,081	1,063	10	4	4		1,039	42		
753	45	708	700	4		4		708			
398	35	331	321	6	4			331			
313	4	309	263	5	3	38	36	224	47	2	
2,328	42	2,286	1,676	42	14	547	244	1,239	801	2	
746	18	728	695	31	2		2	726			
504	5	499	41		1	453	4	51	448		
428	6	422	353		8	78	3	341			
271	7	264	264						264		
4		4	4							4	
18		18	18				12		6		
2,354	120	2,234	1,601	40	7	568	614	820	776	24	
863	64	799	691	23	1	84	1	798			
749	22	727	710	14	3			3	724		
599	23	576	80	2	2	476	576				
25		28	13		1	14	14		14		
1		1	1						1		
5		5	5							5	
146		146	103	7	3	30	43	79	24		
333	5	328	328				310	4	14		
284	4	280	280				280				
8		8	8				7		1		
345		345	341	4			222	76	22	25	
298		298	294	4			222	76			
243	2	241	236	4		1	153	19	64	5	
9,989	323	9,646	6,668	249	33	2,676	599	7,372	343	1,332	1
19		19	19					18	1		
2,963	61	2,902	2,002	24	13	847	22	296	2,221	363	1
196	2	194	118			76			118	76	
229	12	217	191			26	2	150	61	4	
20		20	17		1	2			20		
23		23	23					1	21	1	
152	2	150	147			3			118	32	
1,450	22	1,428	798	22	8	587	13	10	25	1,363	30
1,020	16	1,046	466	12	8	556	13		21	1,024	
300	4	296	265	10		21				296	
15		15	9			6		1	14		
76		76	76						58	18	
152	2	150	150						150		
268	4	264	209	1	2	52		64	2	198	
253	3	250	198		2	50		52		198	
377	17	360	260	1	2	94	3	52	296	4	
5		5	4			1	2	3			
780	26	754	589	4	4	156	1	23	26	571	134
1		1	1						1		
2		2	2						2		
26		26	9			17			26		
13		13	13						13		
13	1	12	12						12		

Table XII—Statistics of Factories Inspected in each County and Town—Concluded.

COUNTY AND CITY OR VILLAGE. (With industries having 200 or more employees specified in each locality.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
YATES COUNTY— <i>Concluded.</i>								
Dundee.....	17	7	5	2	12	1	65	6
Ferguson's Corners.....	4	4			4		13	1
Himrods.....	2	2			2		13	1
Keuka Mills.....	1	1					21	2
Milo Mills.....	1	1			1		61	6
Penn Yan.....	89	32	28		35	25	685	71
Rushville ^a	3	3			2		14	1
Seneca Mills.....	3	1	1				24	2

^a See also Rushville under Ontario County.

Yates County.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.							WEEKLY HOURS OF LABOR.				Children under 14 years (in shop except as noted).	
Total.	In office, etc.	SHOP FORCE.					NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 years).	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls 14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
49	1	48	36	.....	.....	12	.....	1	4	43	.....	.....
10	.....	10	10	.....	.....	.....	.....	.....	1	9	.....	.....
13	.....	13	5	.....	.....	8	.....	.....	.....	13	.....	.....
21	.....	21	21	.....	.....	.....	.....	.....	.....	.....	21	.....
60	.....	60	60	.....	.....	.....	.....	.....	.....	2	58	.....
541	24	517	397	4	4	111	1	22	21	421	53	.....
7	.....	7	3	.....	.....	4	.....	.....	.....	7	.....	.....
24	.....	24	20	.....	.....	4	.....	.....	.....	22	2	.....

TABLE XIII—STATISTICS OF FACTORIES INSPECTED IN

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ALBANY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.	Cut stone.....	3	3	2	.....	23	21	.....	.....
3-e.	Artificial stone.....	1	1	3	.....	15	15	.....	.....
3-f.	Plaster casts and ornaments.....	1	1	.....	.....	6	6	.....	.....
4-a.	Building brick.....	3	3	.....	.....	72	72	.....	.....
4-b.	Terra cotta and fire clay products.....	3	3	.....	4	196	190	4	.....
5-a.	Building glass.....	1	1	.....	.....	7	7	.....	.....
Total—Group I.....		12	12	5	4	319	311	4	.....
II. METALS, MACHINES AND CONVEY- ANCES.									
1-a.	Silver and plated ware.....	1	1	2	.....	8	8	.....	.....
1-e.	Jewelry, gold pens, etc.....	3	3	1	.....	20	20	.....	.....
2-b.	Copper work.....	1	1	.....	.....	8	4	.....	.....
2-e.	Brass and bronze ware, not elsewhere specified.....	4	4	1	3	81	84	3	.....
2-f.	Sheet metal work.....	2	2	.....	3	195	198	3	.....
2-g.	Metal goods not elsewhere specified.....	1	1	1	.....	5	5	.....	.....
3-b.	Pig iron (scrap iron).....	1	1	.....	.....	30	30	.....	.....
3-g.	Hardware not elsewhere specified.....	1	1	1	.....	3	3	.....	.....
3-h.	Cutlery.....	2	2	2	.....	5	5	.....	.....
3-i.	Tools and dies.....	7	7	8	2	34	34	2	.....
3-m.	Metal beds and bed springs.....	1	1	.....	2	38	40	2	.....
3-n.	Wire work not elsewhere specified.....	2	2	2	.....	7	7	.....	.....
3-p.	Car wheels and railway equipment.....	2	2	.....	2	67	69	2	.....
3-q.	Architectural and ornamental iron work...	3	3	.....	1	188	176	1	.....
3-r.	Cooking and heating apparatus.....	5	5	.....	39	734	733	39	.....
3-t.	Stationary engines, boilers, etc.....	3	3	.....	3	67	70	3	.....
3-u.	Machinery not elsewhere specified.....	6	6	2	.....	35	28	.....	.....
3-v.	Castings (iron foundry products).....	6	6	.....	3	262	245	3	.....
4-a.	Telegraph, telephone and fire alarm ap- paratus.....	1	1	2	.....	9	9	.....	.....
4-c.	Dynamos, motors and electrical supplies...	1	1	.....	.....	5	5	.....	.....
5-a.	Carriages, wagons and sleighs.....	13	13	9	3	116	115	3	.....
5-c.	Cycles.....	1	1	.....	.....	2	2	.....	.....
5-g.	Railway repair shops.....	3	3	.....	69	2,165	2,234	69	.....
7.	Agricultural implements.....	1	1	.....	2	75	77	2	.....
8-a.	Professional and scientific instruments.....	1	1	.....	.....	7	7	.....	.....
8-e.	Scales, meters, phonographs, etc.....	1	1	.....	6	300	306	6	.....
Total—Group II.....		73	73	31	138	4,466	4,514	138	.....
III. WOOD MANUFACTURES.									
1.	Sawmill products.....	5	5	3	.....	26	24	.....	.....
2-a.	House trim.....	8	8	.....	7	163	149	7	.....
2-b.	Packing boxes, crates, etc.....	4	4	.....	.....	62	50	.....	.....
2-c.	Cigar and fancy wood boxes.....	3	3	.....	1	32	31	1	.....
3.	Cooperage.....	1	1	.....	.....	3	2	.....	.....
4-e.	Other articles and appliances of wood.....	6	6	7	7	120	115	7	.....
5-a.	Furniture and upholstery.....	7	7	6	.....	67	61	.....	.....
5-b.	Caskets.....	1	1	.....	.....	4	4	.....	.....
5-c.	Store, office and kitchen fixtures.....	2	2	.....	5	33	38	5	.....
5-d.	Mirror and picture frames.....	1	1	.....	.....	14	14	.....	.....
5-e.	Other cabinet work.....	6	6	3	1	67	62	1	.....
6.	Pianos, organs, etc.....	2	2	.....	.....	42	42	.....	.....
Total—Group III.....		46	46	19	21	633	592	21	.....

FIRST AND SECOND CLASS CITIES: BY INDUSTRIES.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
21	21			21					9	12			
15	15			15						15			
6	6			6							6		
72		72		70	2						72		
186		186		185		1				1	185		
7	7			7						7			
307	49	258		304	2	1			9	35	263		
8	8			8					8				
20	20			17		1	2			18	2		
4	4			4						4			
81	13	68		81					13	68			
195		195		154		1	40		25	1	169		
5	5			4		1				5			
30		30		30							30		
3	3			3							3		
5	5			4	1				3		2		
32	32			32						7	25		
38		38		34			4				38		
7	7			7						2	5		
67	2	65		67						67			
175	4	171		173	2					171	4		
694	9	285	400	686	8					535	159		
67	17	50		67						17	50		
28	28			28						17	11		
242	9	233		241	1					172	70		
9	9			8	1					9			
5	5			5						5			
112	67	45		110	2					106	6		
2	2			2							2		
2,165	18	20	2,127	2,147	18					2,147	18		
75		75		75							75		
7	7			7						7			
300			300	300						300			
4,376	274	1,275	2,827	4,294	33	3	46		49	3,658	669		
24	24			22		2				1	23		
142	25	117		142					41	10	91		
50	50			50							50		
30	30			11		1	18			14	16		
2	2			2							2		
108	17	91		87	3	2	16		2	4	102		
61	33	28		30			31			47	14		
4	4			4							4		
33	3	30		33						3	30		
14	14			14							14		
61	29	32		61					4	52	5		
42	2	40		42						2	40		
571	233	338		498	3	5	65		47	133	391		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-18 yrs. of age.
	ALBANY—Continued.								
	IV. LEATHER AND RUBBER GOODS.								
2.....	Furs and fur goods.....	3	3	3		11	8		
3-b.....	Saddlery and harness.....	4	4	3		9	8		
3-d.....	Boots and shoes.....	4	4	1	3	92	83	3	
3-g.....	Canvas and sporting goods.....	1	1			10	3		
4.....	Rubber and gutta percha goods.....	2	2	1		7	5		
5-c.....	Brushes.....	1	1			6	6		
	Total—Group IV.....	15	15	8	3	135	113	3	
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a.....	Proprietary medicines.....	1	1		1	6	4	1	
1-b.....	Sodas and other alkalies.....	2	2		4	137	141	4	
1-d.....	Other chemicals and drugs.....	2	2	3	6	101	107	6	
2-a.....	Paint, varnish, etc.....	1	1		1	5	3	1	
2-b.....	Dyes, colors and inks.....	1	1		1	11	12	1	
4.....	Animal oil products.....	1	1			12	12		
5.....	Mineral oil products.....	2	2		10	25	35	10	
6.....	Soap, perfumery and cosmetics.....	1	1	2		2	2		
	Total—Group V.....	11	11	5	23	299	316	23	
	VI. PAPER AND PULP.								
2-c.....	Paper mills.....	1	1		1	51	52	1	
	VII. PRINTING AND PAPER GOODS.								
2-a.....	Paper boxes and tubes.....	4	4		1	116	117	1	
2-b.....	Paper bags and sacks.....	1	1		1	11	8	1	
2-c.....	Other paper goods.....	1	1		19	172	191	19	
3-a.....	Printing and publishing.....	28	28	10	146	1,636	1,761	146	
3-b.....	Bookbinding and blank book making.....	7	7	6	1	40	41	1	
3-c.....	Lithographing and engraving.....	9	9	4	13	176	165	13	
5.....	Photography.....	1	1		1	7	8	1	
	Total—Group VII.....	51	51	20	182	2,158	2,291	182	
	VIII. TEXTILES.								
4.....	Hosiery and knit goods.....	4	4		7	711	718	7	
	IX. CLOTHING, MILLINERY, LAUNDRY, ETC.								
1-a.....	Tailoring.....	59	59	43	8	368	347	8	
1-b.....	Shirts, collars and cuffs.....	10	10	2	25	1,610	1,600	25	
2-a.....	Dressmaking.....	26	26	13	1	314	248	1	
3.....	Men's hats and caps.....	4	4	7		21	21		
4-a.....	Artificial feathers and flowers.....	1	1			3	3		
4-b.....	Millinery.....	25	25	15		238	173		
5-c.....	Umbrellas and parasols.....	1	1			2	2		
6-a ¹	Laundries (non-Chinese).....	22	22	17	7	469	467	7	
6-a ²	Chinese laundries.....	7	7			11	11		
6-b.....	Cleaning and dyeing.....	5	5	5	2	20	20	2	
7.....	Clip sorting.....	5	5	2	9	72	81	9	
	Total—Group IX.....	165	165	104	52	3,128	2,973	52	
	X. FOOD, LIQUORS AND TOBACCO.								
1-a.....	Flour and other cereal products.....	2	2		2	18	20	2	
1-c.....	Fruits and vegetables, canning and pre- serving.....	1	1	2		3	3		
1-d.....	Coffee and spice roasting and grinding.....	4	4		7	23	30	7	
1-e.....	Groceries not elsewhere specified.....	1	1		3	9	12	3	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.165

Continued.

Albany.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
8	8			3			5				8		
8	8			8						4	4		
80	7	73		42			38			5	75		
3	3			1			2				3		
5	5			4	1					2	3		
6	6			4			2		2		4		
110	37	73		62	1		47		2	11	97		
3	3				1		2			3			
137	5	132		95		12	28	2		19	118		
101	2	99		91		4	6			12	89		
2	2			2							2		
11	11			7			4			4	7		
12	12			7		5				5	7		
25	25			24			1			17	8		
2	2			2							2		
293	62	231		228	1	21	41	2		60	233		
51		51		35			15	1			51		
116	24	92		26		1	86	3		32	84		
7	7			2			3	2		7			
172		172		98	2	2	65	5		7	165		
1,615	101	669	845	1,218	4	7	380	6	1,415	198	2		
40	40			21	1		18			40			
152	71	81		83	1	1	66	1	23	129			
7	7			7							7		
2,109	250	1,014	845	1,455	8	11	618	17	1,438	413	258		
711	13	96	602	131	1	2	562	15		27	684		
339	222	117		199	2	2	135	1		103	236		1
1,575	6	509	1,060	134	2	3	1,368	68		631	944		
247	117	130		61			186			150	97		
21	21			14			7			2	19		
3	3						2	1		3			
173	134	39		1			170	2	8	107	58		
2	2			2							2		
460	141	319		74		1	368	17		21	439		
11	11			11							11		
18	18			15		1	2			1	17		
72	48	24		41			31				72		
2,921	723	1,138	1,060	552	4	7	2,269	89	8	1,018	1,895		1
18	18			18							18		
3	3			3							3		
23	23			20			3		7	2	14		
9	9			2			7		9				

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yr. age
ALBANY—Concluded.									
X. FOOD, LIQUORS AND TOBACCO—Con.									
2.....	Provisions.....	2	2	1	.....	8	8	.....	.....
3.....	Dairy products.....	1	1	.....	.....	12	12	.....	.....
4-b.....	Crackers and biscuits.....	5	5	.....	8	6	73	8	.....
4-c.....	Bread and other bakery products.....	84	83	86	5	226	227	5	.....
4-d.....	Confectionery and ice cream.....	20	20	16	4	155	156	4	.....
5-c.....	Mineral and soda waters.....	6	6	2	.....	21	21	.....	.....
5-e.....	Malt liquors.....	12	12	4	32	329	358	32	.....
5-f.....	Vinous and distilled liquors.....	1	1	.....	5	18	23	5	.....
5-g.....	Miscellaneous bottling.....	2	2	2	.....	7	7	.....	.....
6-a.....	Tobacco and snuff.....	2	2	.....	6	118	124	6	.....
6-b.....	Cigars.....	43	43	42	2	514	514	2	.....
Total—Group X.....		186	185	155	74	1,529	1,588	74	.....
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	1	1	.....	9	36	45	9	.....
2.....	Gas.....	3	3	.....	.....	42	42	.....	.....
4.....	Electric light and power.....	2	2	.....	3	17	20	3	.....
5.....	Steam heat and power.....	3	3	.....	.....	4	4	.....	.....
Total—Group XI.....		9	9	.....	12	99	111	12	.....
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	2	2	.....	.....	7	7	.....	.....
Total—Albany.....		575	574	347	517	13,535	13,586	517	.....
BUFFALO.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	3	3	.....	.....	28	28	.....	.....
1-b.....	Cut stone.....	6	6	.....	11	355	244	11	.....
2-a.....	Asbestos, graphite, etc.....	2	2	2	1	10	11	1	.....
2-b.....	Abrasives.....	2	2	.....	3	22	25	3	.....
3-a.....	Asphalt.....	1	1	.....	2	12	14	2	.....
3-c.....	Plaster (wall and land).....	5	5	1	1	46	47	1	.....
3-d.....	Sifted sand and mortar.....	1	1	.....	2	14	16	2	.....
3-e.....	Artificial stone.....	3	3	.....	1	28	23	1	.....
4-a.....	Building brick.....	5	5	.....	3	272	265	3	.....
4-b.....	Terra cotta and fire clay products.....	1	1	.....	4	50	54	4	.....
4-c.....	Pottery products.....	1	1	.....	4	353	357	4	.....
5-a.....	Building glass.....	3	3	2	4	76	60	4	.....
5-b.....	Beveled glass and mirrors.....	8	8	5	40	225	240	40	.....
5-c.....	Pressed, blown and cut glassware.....	4	3	.....	5	157	125	5	.....
Total—Group I.....		45	44	10	81	1,648	1,509	81	.....
II. METALS, MACHINES AND CONVEY- ANCES.									
1-e.....	Jewelry, gold pens, etc.....	18	18	7	34	437	456	34	.....
2-a.....	Smelting and refining.....	2	2	.....	12	215	227	12	.....
2-b.....	Copper work.....	7	7	5	14	270	284	14	.....
2-c.....	Brass and bronze castings.....	9	9	5	12	142	149	12	.....
2-d.....	Gas and electric fixtures.....	2	2	.....	2	14	12	2	.....
2-e.....	Brass and bronze ware not elsewhere specified.....	6	6	2	16	272	208	16	.....
2-f.....	Sheet metal work.....	37	36	28	87	1,574	1,529	87	.....
2-g.....	Metal goods not elsewhere specified.....	17	17	13	13	212	216	14	.....
3-b.....	Pig iron.....	1	1	.....	12	550	562	12	.....

FIRST AND SECOND CLASS CITIES: BY INDUSTRIES.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
21	21			21					9	12			
15	15			15						15			
6	6			6							6		
72		72		70	2						72		
186		186		185		1				1	185		
7	7			7						7			
307	49	258		304	2	1			9	35	263		
8	8			8					8				
20	20			17		1	2			18	2		
4	4			4						4			
81	13	68		81					13	68			
195		195		154		1	40		25	1	169		
5	5			4		1				5			
30		30		30							30		
3	3			3							3		
5	5			4	1				3		2		
32	32			32						7	25		
38		38		34			4				38		
7	7			7						2	5		
67	2	65		67						67			
175	4	171		173	2					171	4		
694	9	285	400	686	8					535	159		
67	17	50		67						17	50		
28	28			28						17	11		
242	9	233		241	1					172	70		
9	9			8	1					9			
5	5			5						5			
112	67	45		110	2					106	6		
2	2			2							2		
165	18	20	2,127	2,147	18					2,147	18		
75		75		75							75		
7	7			7						7			
100			300	300						300			
176	274	1,275	2,827	4,294	33	3	46		49	3,658	669		
24	24			22		2				1	23		
42	25	117		142					41	10	91		
50	50			50							50		
30	30			11		1	18			14	16		
2	2			2							2		
08	17	91		87	3	2	16		2	4	102		
61	33	28		30			31			47	14		
4	4			4							4		
33	3	30		33						3	30		
14	14			14							14		
61	29	32		61					4	52	5		
42	2	40		42						2	40		
71	233	338		498	3	5	65		47	133	391		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. age
ALBANY—Continued.									
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	3	3	3		11	8		
3-b.....	Saddlery and harness.....	4	4	3		9	8		
3-d.....	Boots and shoes.....	4	4	1	3	92	83	3	
3-g.....	Canvas and sporting goods.....	1	1			10	3		
4.....	Rubber and gutta percha goods.....	2	2	1		7	5		
5-c.....	Brushes.....	1	1			6	6		
Total—Group IV.....		15	15	8	3	135	113	3	
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1		1	6	4	1	
1-b.....	Sodas and other alkalies.....	2	2		4	137	141	4	
1-d.....	Other chemicals and drugs.....	2	2	3	6	101	107	6	
2-a.....	Paint, varnish, etc.....	1	1		1	5	3	1	
2-b.....	Dyes, colors and inks.....	1	1		1	11	12	1	
4.....	Animal oil products.....	1	1			12	12		
5.....	Mineral oil products.....	2	2		10	25	35	10	
6.....	Soap, perfumery and cosmetics.....	1	1	2		2	2		
Total—Group V.....		11	11	5	23	299	316	23	
VI. PAPER AND PULP.									
2-c.....	Paper mills.....	1	1		1	51	52	1	
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	4	4		1	116	117	1	
2-b.....	Paper bags and sacks.....	1	1		1	11	8	1	
2-c.....	Other paper goods.....	1	1		19	172	191	19	
3-a.....	Printing and publishing.....	28	28	10	146	1,636	1,761	146	
3-b.....	Bookbinding and blank book making.....	7	7	6	1	40	41	1	
3-c.....	Lithographing and engraving.....	9	9	4	13	176	165	13	
5.....	Photography.....	1	1		1	7	8	1	
Total—Group VII.....		51	51	20	182	2,158	2,291	182	
VIII. TEXTILES.									
4.....	Hosiery and knit goods.....	4	4		7	711	718	7	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	59	59	43	8	368	347	8	
1-b.....	Shirts, collars and cuffs.....	10	10	2	25	1,610	1,600	25	
2-a.....	Dressmaking.....	26	26	13	1	314	248	1	
3.....	Men's hats and caps.....	4	4	7		21	21		
4-a.....	Artificial feathers and flowers.....	1	1			3	3		
4-b.....	Millinery.....	25	25	15		238	173		
5-c.....	Umbrellas and parasols.....	1	1			2	2		
6-a ¹	Laundries (non-Chinese).....	22	22	17	7	469	467	7	
6-a ²	Chinese laundries.....	7	7			11	11		
6-b.....	Cleaning and dyeing.....	5	5	5	2	20	20	2	
7.....	Clip sorting.....	5	5	2	9	72	81	9	
Total—Group IX.....		165	165	104	52	3,128	2,973	52	
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	2	2		2	18	20	2	
1-c.....	Fruits and vegetables, canning and pre- serving.....	1	1	2		3	3		
1-d.....	Coffee and spice roasting and grinding.....	4	4		7	23	30	7	
1-e.....	Groceries not elsewhere specified.....	1	1		3	9	12	3	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.165

Continued.

Albany.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
8	8			3			5					8	
8	8			8							4	4	
50	7	73		42			38				5	75	
3	3			1			2					3	
5	5			4	1					2		3	
6	6			4			2		2			4	
110	37	73		62	1		47		2	11	97		
3	3				1		2			3			
137	5	132		95		12	28	2		19	118		
101	2	99		91		4	6			12	89		
2	2			2							2		
11	11			7			4			4	7		
12	12			7		5				5	7		
25	25			24			1			17	8		
2	2			2							2		
293	62	231		228	1	21	41	2		60	233		
51		51		35			15	1			51		
116	24	92		26		1	86	3		32	84		
7	7			2			3	2		7			
172		172		98	2	2	65	5		7	165		
615	101	669	845	1,218	4	7	380	6	1,415	198	2		
40	40			21	1		18			40			
152	71	81		83	1	1	66	1	23	129			
7	7			7							7		
109	250	1,014	845	1,455	8	11	618	17	1,438	413	258		
711	13	96	602	131	1	2	562	15		27	684		
339	222	117		199	2	2	135	1		103	236		1
575	6	509	1,060	134	2	3	1,368	68		631	944		
247	117	130		61			186			150	97		
21	21			14			7			2	19		
3	3						2	1		3			
173	134	39		1			170	2	8	107	58		
2	2			2							2		
450	141	319		74		1	368	17		21	439		
11	11			11							11		
18	18			15		1	2			1	17		
72	48	24		41			31				72		
721	723	1,138	1,060	552	4	7	2,269	89	8	1,018	1,895		1
18	18			18							18		
3	3			3							3		
23	23			20			3		7	2	14		
9	9			2			7		9				

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yr. ag.
ALBANY—Concluded.									
X. FOOD, LIQUORS AND TOBACCO—Con.									
2.....	Provisions.....	2	2	1	.....	8	8	.....	.....
3.....	Dairy products.....	1	1	.....	.....	12	12	.....	.....
4-b.....	Crackers and biscuits.....	5	5	.....	8	6	73	8	.....
4-c.....	Bread and other bakery products.....	84	83	86	5	226	227	5	.....
4-d.....	Confectionery and ice cream.....	20	20	16	4	155	156	4	.....
5-c.....	Mineral and soda waters.....	6	6	2	.....	21	21	.....	.....
5-e.....	Malt liquors.....	12	12	4	32	329	358	32	.....
5-f.....	Vinous and distilled liquors.....	1	1	.....	5	18	23	5	.....
5-g.....	Miscellaneous bottling.....	2	2	2	.....	7	7	.....	.....
6-a.....	Tobacco and snuff.....	2	2	.....	6	118	124	6	.....
6-b.....	Cigars.....	43	43	42	2	514	514	2	.....
Total—Group X.....		186	185	155	74	1,529	1,588	74	.....
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	1	1	.....	9	36	45	9	.....
2.....	Gas.....	3	3	.....	.....	42	42	.....	.....
4.....	Electric light and power.....	2	2	.....	3	17	20	3	.....
5.....	Steam heat and power.....	3	3	.....	.....	4	4	.....	.....
Total—Group XI.....		9	9	.....	12	99	111	12	.....
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	2	2	.....	.....	7	7	.....	.....
Total—Albany.....		575	574	347	517	13,535	13,586	517	.....
BUFFALO.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	3	3	.....	.....	28	28	.....	.....
1-b.....	Cut stone.....	6	6	.....	11	355	244	11	.....
2-a.....	Asbestos, graphite, etc.....	2	2	2	1	10	11	1	.....
2-b.....	Abrasives.....	2	2	.....	3	22	25	3	.....
3-a.....	Asphalt.....	1	1	.....	2	12	14	2	.....
3-c.....	Plaster (wall and land).....	5	5	1	1	46	47	1	.....
3-d.....	Sifted sand and mortar.....	1	1	.....	2	14	16	2	.....
3-e.....	Artificial stone.....	3	3	.....	1	28	23	1	.....
4-a.....	Building brick.....	5	5	.....	3	272	265	3	.....
4-b.....	Terra cotta and fire clay products.....	1	1	.....	4	50	54	4	.....
4-c.....	Pottery products.....	1	1	.....	4	353	357	4	.....
5-a.....	Building glass.....	3	3	2	4	76	60	4	.....
5-b.....	Beveled glass and mirrors.....	8	8	5	40	225	240	40	.....
5-c.....	Pressed, blown and cut glassware.....	4	3	.....	5	157	125	5	.....
Total—Group I.....		45	44	10	81	1,648	1,509	81	.....
II. METALS, MACHINES AND CONVEY- ANCES.									
1-e.....	Jewelry, gold pens, etc.....	18	18	7	34	437	456	34	.....
2-a.....	Smelting and refining.....	2	2	.....	12	215	227	12	.....
2-b.....	Copper work.....	7	7	5	14	270	284	14	.....
2-c.....	Brass and bronze castings.....	9	9	5	12	142	149	12	.....
2-d.....	Gas and electric fixtures.....	2	2	.....	2	14	12	2	.....
2-e.....	Brass and bronze ware not elsewhere specified.....	6	6	2	16	272	208	16	.....
2-f.....	Sheet metal work.....	37	36	28	87	1,574	1,529	87	.....
2-g.....	Metal goods not elsewhere specified.....	17	17	13	13	212	216	14	.....
3-b.....	Pig iron.....	1	1	.....	12	550	562	12	.....

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. age
BUFFALO—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
3-c.....	Rolling mills and steel works.....	5	5		34	1,122	1,135	34	
3-d.....	Bridges and structural iron.....	8	8		56	662	629	56	
3-g.....	Hardware not elsewhere specified.....	11	11	8	81	446	485	59	
3-h.....	Cutlery.....	5	5	4	10	174	182	10	
3-i.....	Tools and dies.....	10	10	4	15	176	177	15	
3-k.....	Firearms.....	1	1	1		2	2		
3-m.....	Metal beds and bed springs.....	6	6	3	46	529	555	46	
3-n.....	Wire work not elsewhere specified.....	13	13	6	17	246	263	17	
3-p.....	Car wheels and railway equipment.....	7	7		34	970	1,004	34	
3-q.....	Architectural and ornamental iron work.....	2	2	1	2	52	54	2	
3-r.....	Cooking and heating apparatus.....	11	11	4	79	2,415	2,302	79	
3-s.....	Typewriting and registering machines.....	3	3	1		33	31		
3-t.....	Stationary engines, boilers, etc.....	21	21	10	106	3,394	3,218	106	
3-u.....	Machinery not elsewhere specified.....	46	46	23	87	1,633	1,672	87	
3-v.....	Castings (iron foundry products).....	18	18	4	90	3,319	3,263	90	
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	4	4		32	257	288	32	
4-c.....	Dynamos, motors and electrical supplies.....	10	10	6	6	128	110	6	
5-a.....	Carriages, wagons and sleighs.....	31	31	27	10	262	251	10	
5-c.....	Cycles.....	10	10	3	26	539	540	26	
5-d.....	Motor vehicles.....	25	25	7	174	2,012	1,991	174	
5-e.....	Cars.....	3	3		45	2,082	2,127	45	
5-g.....	Railway repair shops.....	9	9		145	4,107	4,252	145	
6.....	Boat and ship building.....	3	3	1	10	1,525	1,335	10	
7.....	Agricultural implements.....	7	6	2	127	969	816	127	
8-a.....	Professional and scientific instruments.....	4	4		6	79	79	6	
8-b.....	Optical and photographic apparatus.....	5	5		18	110	105	18	
8-c.....	Lamps, reflectors, stereopticons, etc.....	1	1		6	159	165	6	
8-e.....	Scales, meters, phonographs, etc.....	5	5	1	17	170	175	17	
Total—Group II.....		383	381	176	1,481	31,258	30,849	1,460	
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	22	22	6	100	1,389	1,425	100	
2-b.....	Packing boxes, crates, etc.....	6	6	3	51	816	687	51	
2-c.....	Cigar and fancy wood boxes.....	8	8	4	4	306	303	4	
3.....	Cooperage.....	15	15	8	8	283	253	8	
4-c.....	Wooden toys and novelties.....	5	5	5		28	23		
4-e.....	Other articles and appliances of wood.....	17	17	7	29	436	463	29	
5-a.....	Furniture and upholstery.....	33	33	13	63	2,014	1,982	63	
5-b.....	Caskets.....	2	2	1	4	48	52	4	
5-c.....	Store, office and kitchen fixtures.....	6	6		19	287	257	19	
5-d.....	Mirror and picture frames.....	7	7	4	2	87	61	2	
5-e.....	Other cabinet work.....	4	4	2	9	249	258	9	
6.....	Pianos, organs, etc.....	6	6	2	14	351	346	14	
7-c.....	Brooms.....	2	2	1		9	6		
Total—Group III.....		133	133	56	303	6,303	6,116	303	
IV. LEATHER AND RUBBER GOODS.									
1.....	Leather.....	4	4	2	16	639	655	16	
2.....	Furs and fur goods.....	9	9	4	2	127	89	2	
3-a.....	Belting, washers, etc.....	4	4	5	3	84	67	3	
3-b.....	Saddlery and harness.....	15	15	13	19	437	388	19	
3-c.....	Traveling bags and trunks.....	5	5	2	4	142	142	4	
3-d.....	Boots and shoes.....	18	18	13	20	652	665	20	
3-e.....	Gloves and mittens.....	5	5	6	14	82	84	14	
3-f.....	Fancy leather goods.....	3	3	1	7	99	79	7	
3-g.....	Canvas and sporting goods.....	5	5	2	1	42	28	1	
4.....	Rubber and gutta percha-goods.....	6	6	1	11	432	388	11	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.169

Continued.

Buffalo.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
1,101	2	399	700	1,097	4							1,101	
573	21	327	225	541	21	11					252	321	
426	34	121	271	369	17	7	33				90	336	
172	7	165		163	9				1		46	125	
162	23	139		134	11	2	15				65	97	
2	2			2							2		
509	30	221	258	436	10	10	53				69	440	
246	57	189		164	10	12	60				22	224	
970		460	510	958	11	1						970	
52	12	40		52							12	40	
2,223	29	230	1,964	2,198	25				99		5	2,119	
31	6	25		25			6				2	29	
3,112	72	624	2,416	3,027	72	13				1,046	2,066		
1,585	211	880	494	1,563	13	7	2		20	593	972		
3,173	11	816	2,346	3,085	36	4	48		3	557	1,333	1,280	
256	13	28	215	195	23	5	33		3	13	240		
104	66	38		98	3		3		8	74	22		
241	160	81		241						26	215		
514	9	305	200	461	35	5	11	2	15	283	216		1
1,817	65	737	1,015	1,772	20	5	20		2	7	1,808		
2,082			2,082	2,007	43	4	28			1,782	300		
4,107		183	3,924	4,091	15		1			1,722	2,385		
1,325	2	150	1,173	1,325						1,323	2		
689	7	221	461	662	26		1			3	686		
73	21	52		58	3	5	7		2	67	4		
87	20	67		84	1		2			87			
159		159		146	6	7				7	152		
158	15	143		157		1			1	29	128		
1,399	1,324	8,236	19,829	28,042	550	138	651	8	487	8,837	18,235	1,830	1
1,325	57	1,268		1,264	32	29			164	37	1,124		
636	15	95	526	540	83	13			13	12	611		
299	32	267		79	5	4	198	13	16	187	96		
245	79	166		238	5	2			17	33	195		
23	23			19	2	1	1		8	5	10		
434	63	134	237	377	19	12	26		2	81	351		
919	112	890	917	1,657	159	32	71		8	203	1,708		
48	6	42		40			8		7		41		
238	7	231		202	26	10				12	226		
59	22	37		49	4	1	5			49	10		
249	16	233		236	8	5				18	231		
332	25	307		310	4	1	17			19	313		
6	6			6					4	2			
813	463	3,670	1,680	5,017	347	110	326	13	239	658	4,916		
629	14	55	570	517	41	6	75			38	601		
87	57	30		31	3		53			87			
84	9	55		50	11	3				35	29		
269	55	314		309	12	7	41		6	43	320		
128	8	130		100	9	4	25			2	136		
645	59	302	284	314	13	27	268	23		282	363		
70	19	51		32	1		36	1	10	43	17		
72	22	50		25	4	2	41			22	50		
27	27			12	1		14		14	1	12		
377	37	110	230	354	3	1	19		3	23	351		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
					Office help.	Shop force.		Total.	14-16 yrs. of age.	
NEW YORK CITY—Continued. I. STONE, CLAY AND GLASS PRODUCTS— Concluded.										
2-b.....	Abrasives.....	b	3	3	.....	2	113	115	2	.....
3-a.....	Asphalt.....	a	12	12	1	26	643	567	26	.....
		b	3	3	1	6	140	146	6	.....
		c	6	6	.....	14	266	178	14	.....
		d	2	2	.....	5	157	142	5	.....
		a	1	1	.....	1	100	101	1	.....
3-b.....	Cement and lime.....	b	2	2	1	.....	25	18	.....	.....
		a	1	1	1	.....	16	10	.....	.....
		b	1	1	.....	.....	10	8	.....	.....
3-c.....	Plaster (wall and land).....	a	9	9	1	6	496	448	6	.....
		b	4	4	.....	2	74	68	2	.....
		c	3	3	1	1	153	108	1	.....
		d	1	1	.....	3	100	103	3	.....
		a	1	1	.....	.....	169	169	.....	.....
3-d.....	Sifted sand and mortar.....	b	1	1	1	.....	5	3	.....	.....
3-e.....	Artificial stone.....	a	26	26	9	6	325	250	6	.....
		b	10	10	4	1	155	104	1	.....
		c	11	11	2	6	97	96	6	.....
		d	4	4	3	.....	63	40	.....	.....
		a	1	1	.....	.....	10	10	.....	.....
3-f.....	Plaster casts and ornaments.....	b	54	53	30	33	639	508	33	.....
		a	49	48	28	32	596	467	32	.....
		b	3	3	2	1	20	18	1	.....
		c	1	1	.....	.....	15	15	.....	.....
		d	1	1	.....	.....	8	8	.....	.....
4-a.....	Building brick.....	a	6	6	.....	1	399	398	1	.....
		b	2	2	.....	.....	14	12	.....	.....
		c	4	4	.....	1	385	386	1	.....
4-b.....	Terra cotta and fire clay products.....	a	19	19	2	32	955	925	32	.....
		b	12	12	2	10	218	176	10	.....
		c	5	5	.....	6	197	193	6	.....
		d	1	1	.....	7	225	232	7	.....
		a	1	1	.....	9	315	324	9	.....
4-c.....	Pottery products.....	b	21	21	8	23	547	492	23	.....
		a	10	10	6	10	155	126	10	.....
		b	8	8	1	13	345	325	13	.....
		c	2	2	1	.....	38	36	.....	.....
		d	1	1	.....	.....	9	6	.....	.....
5-a.....	Building glass.....	a	47	47	28	41	932	895	41	.....
		b	35	35	23	31	625	595	31	.....
		c	12	12	5	10	307	300	10	.....
5-b.....	Beveled glass and mirrors.....	a	44	43	26	113	1,267	1,341	113	.....
		b	39	38	24	113	1,119	1,199	113	.....
		c	5	5	2	.....	148	142	.....	.....
5-c.....	Pressed, blown and cut glassware.....	a	48	47	24	68	1,729	1,663	68	.....
		b	29	29	14	43	506	497	43	.....
		c	16	15	9	18	1,013	949	18	.....
		d	3	3	1	7	210	217	7	.....
5-d.....	Bottles and jars.....	a	13	13	9	16	252	261	16	.....
		b	11	11	9	13	109	115	13	.....
		c	1	1	.....	.....	17	17	.....	.....
		d	1	1	.....	3	126	129	3	.....
Total—Group I.....			503	500	230	593	14,804	13,551	594	1
II. METALS, MACHINES AND CONVEYANCES.										
1-a....	Silver and plated ware.....	a	98	96	67	232	2,775	2,629	232	.....
		b	84	83	59	222	2,138	2,127	222
		c	14	13	8	10	637	508	10

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.171

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Buffalo.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
161		161		55	4		102			161			
9	9			5	1	3				4	5		
34	34			6			28		5	22	7		
992	350	1,258	1,084	1,810	103	53	702	24	38	763	1,891		
391	61	330		84	7	1	298	1	20	354	17		
8	8			4			4		5	3			
416	16	150	250	407		1	8		11		405		
123	16	107		101	4	4	14		60		63		
214	19	195		157	7	1	48	1		74	140		
425	28	147	250	419			6		28	29	270	98	
57	35	22		49	2	1	5		2	7	48		
242		242		242						120	122		
453	31	77	1,345	870	192	3	388			1,163	290		
50	17	33		35	1		14			17	33		
180		180		180							180		
559	231	1,483	1,845	2,548	213	11	785	2	126	1,767	1,568	98	
35		35		20			15				35		
54	10	44		44	3		6	1			54		
89	10	79		64	3		21	1			89		
9	9			9							9		
68	23	517	1,028	150	26	22	1,277	93		252	1,316		
15		118		35	5	7	65	6		13	105		
15		115		25	3		87				115		
50	388	866	796	1,616	68	53	312	1	652	1,147	251	1	
91	61	30		27	7	5	51	1		91			
50	51	518	281	607	38	20	185		96	754			
48		48		16	1	1	30			1	47		
66			206	192	14						206		
55	532	2,212	2,311	2,677	162	108	2,007	101	748	2,258	2,049	1	
57	5	110	242	28	4	6	278	41		47	310		
47	17	30		17		4	26		8	39			
25		25		5			20			25			
33		133		65	2	1	65				133		
12	22	208	242	115	6	11	389	41	8	111	443		
22	792	1,530		993	40	19	1,247	23	273	1,864	185	1	
31	43	188		37	1		192	1	17	214		1	
2	2			2							2		
25	250	688		95	2	5	820	16	347	583	8		
3	3						3			3			
16	36	70		39		3	64			93	13		
4	4						2	2		4			
14	214	110		45	6	4	267	2	118	191	15		

Table XII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
					Office help.	Shop force.		Total.	14-1 yrs. age	
BUFFALO—Concluded.										
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.—Concluded.										
5-a	Curtains, embroideries, etc.	6	6	5		34	32			
6-a ¹	Laundries (non-Chinese)	28	28	8	88	1,323	1,267	88		
6-a ²	Chinese laundries	4	4	4		8	6			
6-b	Cleaning and dyeing	10	10	8	4	109	86	4		
7	Clip sorting	20	20	7	33	544	438	33		
Total—Group IX		380	378	283	206	6,393	5,840	206		
X. FOOD, LIQUORS AND TOBACCO.										
1-a	Flour and other cereal products	16	16	3	47	1,205	1,249	47		
1-b	Sugar and molasses refining	4	4	2	5	30	25	5		
1-d	Coffee and spice roasting and grinding	10	10	3	5	47	48	5		
1-e	Groceries not elsewhere specified	3	3	2	8	33	41	8		
2	Provisions	23	23	4	117	1,253	1,312	117		
4-a	Macaroni and other food pastes	5	5	2	3	46	47	3		
4-b	Crackers and biscuits	6	6	2	34	595	619	34		
4-c	Bread and other bakery products	150	149	99	15	612	616	15		
4-d	Confectionery and ice cream	24	24	13	40	601	502	40		
5-a	Artificial ice	1	1		3	15	14	3		
5-c	Mineral and soda waters	9	9	2	8	56	62	8		
5-d	Malt	16	16	6	11	310	309	11		
5-e	Malt liquors	26	26	1	85	640	721	85		
5-f	Vinous and distilled liquors	11	11	6	25	69	85	25		
6-b	Cigars	60	60	51	3	471	462	3		
6-c	Cigarettes	1	1			3	3			
Total—Group X		365	364	196	409	5,986	6,115	409		
XI. WATER, LIGHT AND POWER.										
1	Water	1	1		1	13	14	1		
2	Gas	1	1		5	200	195	5		
4	Electric light and power	5	5		3	40	43	3		
Total—Group XI		7	7		9	253	252	9		
XII. BUILDING INDUSTRY.										
a	Carpenters' shops	1	1	3	1	6	4	1		
b	Paint shops	3	3	3		18	18			
c	Plumbers' shops	2	2			6	6			
Total—Group XII		6	6	6	1	30	28	1		
Total—Buffalo		1,583	1,577	876	4,557	64,642	64,726	4,529		
NEW YORK CITY.										
I. STONE, CLAY AND GLASS PRODUCTS.										
1-a	Crushed stone	2	2			33	33			
1-b	Cut stone	b	1			10	10			
		d	1			23	23			
		a	158	158	78	173	4,909	4,296	174	
		b	84	84	55	115	2,535	2,155	116	
		c	44	44	13	20	1,159	1,008	20	
1-c	Hones, slates, mosaics, etc	d	27	27	10	38	1,194	1,114	38	
		a	3	3			21	21		
		b	10	10	3	7	154	142	7	
		c	8	8	3	2	77	60	2	
		d	2	2		5	77	82	5	
2-a	Asbestos, graphite, etc	28	28	9	46	1,381	1,194	46		
		a	18	18	7	6	255	210	6	
		b	8	8	2	36	1,077	931	36	
		c	2	2		4	49	53	4	

Continued.

Buffalo-New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
32	32			12			20		17	15			
1,179	77	1,102		214	1	1	961	2	10	553	616		
6	6			5			1				6		
82	32	50		50		1	31		34	21	27		
406	84	321		186	3	3	213		86	101	217	1	
5,634	1,575	4,059		1,678	53	36	3,821	46	902	3,642	1,090	1	2
1,202	34	680	488	853	2		340	7	13	5	1,074	110	
20	20			13	1		6		3	15	2		
43	43			27			16		1	15	27		
33	12	21		13			20		27		6		
1,195	148	212	835	1,189	6				60	631	499	5	
44	44			41	1			2			44		
585	21	276	288	316	10	1	254	4		59	526		
601	353	248		511	18	1	71		7	177	417		
462	135	327		179	9		267	7	11	56	395		
11	11			11								11	
54	33	21		39	3	2	10			37	17		
298	108	190		297	1					229	69		
636	72	564		632	4					455	181		
60	60			58			2		6	28	26		
459	244	215		357	26	23	51	2	455		4		
3	3			2			1			3			
5,706	1,341	2,754	1,611	4,538	81	27	1,038	22	583	1,710	3,287	126	
13	13			13					13				
190		190		190								190	
40	15	25		40						5	31	4	
243	28	215		243					13	5	31	194	
3	3			3						3			
18	18			16	1	1			17	1			
6	6			6						2	4		
27	27			25	1	1			17	6	4		
80,197	6,122	25,120	28,955	47,841	1,562	546	9,981	267	3,296	20,824	33,828	2,249	4
33	10	23		33							33		
10	10			10							10		
23		23		23							23		
4,124	814	2,763	547	4,079	40	2	3		3,638	371	106	9	
2,039	441	1,051	547	2,016	20		3		1,724	204	102	9	
968	276	712		978	10				817	167	4		
1,076	76	1,000		1,064	10				1,076				
21	21			21					21				
135	54	81		134			1		12	98	22	3	
58	57	21		58					12	38	5	3	
77	17	60		76			1			60	17		
1,148	155	198	795	726	40	3	369	10	112	346	652	38	
204	116	88		123	4	3	74		105	57	24	18	
895	39	61	795	890	33		292	10	7	289	599		
49		49		43	3		3				29	20	

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
I. STONE, CLAY AND GLASS PRODUCTS—									
Concluded.									
2-b.....	Abrasives.....	b	3	3	2	113	115	2	
3-a.....	Asphalt.....		12	12	1	26	643	567	26
		a	3	3	1	6	140	146	6
		b	6	6		14	266	178	14
		c	2	2		6	137	142	6
		d	1	1		1	100	101	1
3-b.....	Cement and lime.....		2	2	1	25	18		
		a	1	1	1	16	10		
		b	1	1		10	8		
3-c.....	Plaster (wall and land).....		9	9	1	6	496	448	6
		a	4	4		2	74	68	2
		b	3	3	1	1	153	108	1
		c	1	1		3	100	103	3
		d	1	1			169	169	
3-d.....	Sifted sand and mortar.....	b	1	1	1	5	3		
3-e.....	Artificial stone.....		26	26	9	6	325	250	6
		a	10	10	4	1	156	104	1
		b	11	11	2	6	97	96	6
		c	4	4	3		63	40	
		d	1	1			10	10	
3-f.....	Plaster casts and ornaments.....		54	53	30	33	639	508	33
		a	49	48	28	32	596	467	32
		b	3	3	2	1	20	18	1
		c	1	1			16	16	
		d	1	1			8	8	
4-a.....	Building brick.....		6	6		1	399	398	1
		a	2	2			14	12	
		d	4	4		1	385	386	1
4-b.....	Terra cotta and fire clay products.....		19	19	2	32	955	925	32
		a	12	12	2	10	218	176	10
		b	6	6		6	197	193	6
		c	1	1		7	225	232	7
		d	1	1		9	316	324	9
4-c.....	Pottery products.....		21	21	8	23	547	492	23
		a	10	10	6	10	156	126	10
		b	8	8	1	13	346	325	13
		c	2	2	1		38	36	
		d	1	1			9	6	
5-a.....	Building glass.....		47	47	28	41	932	895	41
		a	35	35	23	31	625	595	31
		b	12	12	6	10	307	300	10
5-b.....	Beveled glass and mirrors.....		44	43	26	113	1,267	1,341	113
		a	39	38	24	113	1,119	1,199	113
		b	6	6	2		148	142	
5-c.....	Pressed, blown and cut glassware.....		48	47	24	68	1,729	1,663	68
		a	29	29	14	43	508	497	43
		b	16	16	9	18	1,013	949	18
		c	3	3	1	7	210	217	7
5-d.....	Bottles and jars.....		13	13	9	16	252	261	16
		a	11	11	9	13	109	116	13
		b	1	1			17	17	
		c	1	1		3	126	129	3
Total—Group I.....			503	500	230	593	14,804	13,551	594
II. METALS, MACHINES AND CONVEYANCES.									
1-a.	Silver and plated ware.....		98	96	67	232	2,775	2,629	232
		a	84	83	69	222	2,138	2,127	222
		b	14	13	8	10	637	502	10

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
113	6	107		104	8	1				23	90		
541	36	505		541					45	4	492		
140	10	130		140							140		
164	14	160		164					46	4	116		
137	12	125		137							137		
100		100		100							100		
18	18			18						18			
10	10			10						10			
8	8			8						8			
442	21	421		438	4				10	33	399		
66	11	65		66						11	65		
107	10	97		107					10	22	75		
100		100		100							100		
169		169		169	4						169		
3	3			3					3				
244	160	84		244					81	113	30	20	
103	43	60		103					66	7	10	20	
91	67	24		91					16	69	7		
40	40			40						27	13		
10	10			10						10			
475	292	183		431	7	1	28	8	355	71	49		
435	253	183		392	7		28	8	334	60	41		
17	17			16		1			6	11			
16	16			16					16				
8	8			8							8		
397	12	385		391	4	2			2	6	389		
12	12			12						6	6		
385		385		379	4	2			2		383		
893	125	228	540	835	9	2	45	2	121	675	97		
166	98	68		119	4	2	39	2	121		45		
187	27	160		181			6			136	62		
225			225	220	6					225			
315		315		315						315			
469	70	399		315	4	5	145		18	230	221		1
116	38	78		107	2	1	6		13	61	62		
312	25	287		187		2	123			146	167		
39	2	34		17	2	2	16			34	2		1
6	6			4			1		6				
854	337	517		770	12	7	61	4	413	369	52	20	
594	258	306		508	9	7	38	4	323	176	45	20	
230	79	211		264	3		23		80	193	7		
1,228	277	951		1,139	32	5	52		103	1,057	53	15	
1,096	263	823		1,023	28	2	33		69	949	63	16	
142	14	128		116	4	3	19		34	108			
1,595	226	850	519	1,324	58	42	160	11	187	227	1,181		6
454	183	271		341	9	3	101		107	169	188		
931	36	377	519	806	29	31	64	11	72	60	799		6
210	8	202		177	20	8	6		8	8	194		
245	94	151		161	44	20	19	1	156	79	10		
102	77	25		66	8	11	17		26	66	10		
17	17			11		3	2	1	4	13			
126		126		84	36	6			126				
2,957	2,710	7,846	2,401	11,686	262	90	883	36	5,256	3,720	3,876	105	6
2,397	457	1,269	671	2,074	58	17	246	2	62	1,606	729		
1,905	397	1,080	488	1,671	31	16	185	2	63	1,457	416		
492	60	189	243	403	27	1	61		9	169	314		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued. II. METALS, MACHINES AND CONVEY- ANCES—Continued.									
1-b.....	Gold and silver refining.....	10	10	5	8	66	73	8	
	a	8	8	5	8	59	66	8	
	b	2	2			7	7		
1-c.....	Gold, silver and aluminum leaf.....	18	18	11	8	211	210	8	
	a	12	12	6	8	168	169	8	
	b	6	6	5		43	41		
1-d.....	Gold and silver watch cases.....	15	15	14	16	499	511	16	
	a	12	12	14	5	144	145	5	
	b	3	3		11	355	366	11	
1-e.....	Jewelry, gold pens, etc.....	362	357	253	575	5,391	5,342	565	
	a	346	341	248	565	4,942	5,023	555	
	b	16	16	5	10	449	319	10	
1-f.....	Lapidary work.....	78	77	64	65	1,024	973	65	
	a	74	73	64	60	832	809	60	
	b	4	4		5	192	164	5	
2-a.....	Smelting and refining.....	22	22	5	93	1,548	1,564	93	
	a	13	13	4	63	261	289	63	
	b	5	5		6	73	77	6	
	c	2	2	1	22	1,094	1,109	22	
	d	2	2		2	120	89	2	
2-b.....	Copper work.....	42	42	19	23	890	804	23	
	a	25	25	15	8	349	309	8	
	b	16	16	3	15	539	493	15	
	d	1	1	1		2	2		
2-c.....	Brass and bronze castings.....	43	43	27	13	425	386	13	
	a	19	19	14	2	164	149	2	
	b	22	22	10	8	236	209	8	
	c	2	2	3	3	25	28	3	
2-d.....	Gas and electric fixtures.....	88	88	40	224	3,272	3,323	224	
	a	69	69	35	178	2,574	2,595	178	
	b	18	18	4	46	695	727	46	
	c	1	1	1		3	1		
2-e.....	Brass and bronze ware not elsewhere speci- fied.....	217	215	103	343	6,945	6,796	342	
	a	169	167	89	276	4,934	4,825	276	
	b	46	46	14	52	1,580	1,545	51	
	c	2	2		15	431	426	15	
2-f.....	Sheet metal work.....	320	319	144	811	12,164	11,942	810	
	a	207	206	99	594	3,863	3,950	593	
	b	104	104	42	187	4,611	4,375	187	
	c	9	9	3	30	3,690	3,717	30	
2-g.....	Metal goods not elsewhere specified.....	158	154	86	188	3,331	3,042	188	
	a	114	110	68	122	2,363	2,068	122	
	b	37	37	15	62	861	868	62	
	c	4	4	2	4	89	89	4	
	d	3	3	1		18	17		
3-c.....	Rolling mills and steel works.....	32	32	11	71	1,166	1,130	71	
	a	16	16	8	16	205	205	16	
	b	15	15	3	54	943	910	54	
	c	1	1		1	18	15	1	
3-d.....	Bridges and structural iron.....	34	34	9	164	3,925	3,850	164	
	a	13	13	2	40	752	724	40	
	b	18	18	7	66	1,498	1,393	66	
	c	1	1		6	25	31	6	
	d	2	2		52	1,650	1,702	52	
3-g.....	Hardware not elsewhere specified.....	78	78	30	294	2,430	2,566	291	
	a	63	63	29	264	1,943	2,060	261	
	b	13	13		26	476	491	26	
	d	2	2	1	4	11	15	4	

Continued.

New York City.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
65	41	24		65					22	39	4		
68	34	24		58					19	39			
7	7			7					3		4		
202	116	86		126		1	75		41	110	51		
161	75	86		101		1	59		30	103	28		
41	41			25			16		11	7	23		
495	44	451		438	18	9	29	1	6	135	354		
140	44	96		122	2	6	10		6	134			
355		355		316	16	3	19	1		1	354		
4,777	1,590	2,180	1,007	4,058	167	58	487	7	506	4,076	195		
4,468	1,548	1,913	1,007	3,852	152	55	403	6	408	3,884	178		
309	42	267		208	15	3	84	1	100	192	17		
908	238	670		833	14	3	55	3	505	301	102		
749	219	530		674	14	3	55	3	396	252	102		
159	19	140		159					110	49			
1,471	87	320	1,064	1,471					32	149	1,267	23	
226	51	175		226					32	125	69		
71	36	35		71						24	47		
1,087		23	1,084	1,087							1,064	23	
87		87		87							87		
781	246	229	306	736	10	3	32		61	575	145		
301	134	167		298	3				41	134	126		
478	110	62	306	436	7	3	32		20	439	19		
2	2			2						2			
378	234	144		375	2	1			31	280	67		
147	125	22		145	2				21	111	15		
206	104	102		206					10	168	28		
25	5	20		24		1				1	24		
3,099	384	1,908	807	2,869	130	31	67	2	56	1,985	1,058		
1,417	310	1,300	807	2,268	109	16	24		6	1,638	773		
681	73	608		600	21	15	43	2	50	547	284		
1	1			1							1		
454	915	2,914	2,625	5,394	221	79	723	37	318	4,697	1,439		
549	736	1,591	2,222	3,842	165	47	481	14	171	3,363	1,015		
494	171	1,323		1,184	46	30	212	22	114	956	424		
411	8		403	368	10	2	30	1	33	378			
132	1,535	3,501	6,096	8,858	398	89	1,737	50	1,558	3,876	5,698		
357	989	2,104	284	3,029	107	12	208	1	789	1,295	1,273		
688	537	1,111	2,440	3,104	166	28	777	14	506	2,258	1,324		
687	29	226	3,372	2,725	126	49	752	35	263	323	3,101		
554	839	1,202	813	2,215	84	40	498	17	109	1,864	878	3	
946	613	799	534	1,470	63	26	376	11	60	1,170	713	3	
805	201	326	279	686	17	13	85	5	36	609	161		
85	8	77		44	4	1	35	1	4	77	4		
17	17			15			2		9	8			
059	137	499	423	982	57	15	5		12	660	387		
189	88	101		175	10	1	3		12	85	92		
558	36	398	423	793	47	14	2			575	281		
14	14			14							14		
686	95	928	2,663	3,637	44	5			209	2,454	1,023		
694	20	379	286	684					161	438	85		
327	75	524	728	1,310	13	4			48	1,241	38		
26		25		25						25			
650		25	1,650	1,618	31	1				750	900		
275	347	1,253	675	1,937	126	21	185	6	162	1,157	956		
799	226	1,028	475	1,543	74	20	157	5	95	1,032	672		
485	40	225	200	383	52	1	28	1	65	116	284		
11	11			11					2	9			

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
III. WOOD MANUFACTURES—Concluded.									
3.....	Cooperage.....	37	37	18	10	1,504	1,454	10	.....
	a	11	11	2	2	130	124	2	.....
	b	21	21	13	6	1,265	1,231	6	.....
	c	3	3	2	2	65	55	2	.....
	d	2	2	1	.....	44	44	.....	.....
4-a.....	Canes, umbrella sticks, etc.....	30	26	19	18	499	446	18	.....
	a	29	25	18	18	494	441	18	.....
	d	1	1	1	.....	5	5	.....	.....
4-c.....	Wooden toys and novelties.....	31	31	12	15	494	406	15	.....
	a	22	22	6	14	393	319	14	.....
	b	7	7	4	1	85	71	1	.....
	c	2	2	2	.....	16	16	.....	.....
4-e.....	Other articles and appliances of wood.....	144	144	101	71	1,844	1,629	71	.....
	a	111	111	76	61	1,254	1,137	61	.....
	b	27	27	21	3	362	258	3	.....
	c	3	3	2	5	154	158	5	.....
	d	3	3	2	2	74	76	2	.....
5-a.....	Furniture and upholstery.....	304	299	159	325	7,087	6,282	324	1
	a	254	249	134	291	5,660	4,898	290	.....
	b	46	46	22	30	1,326	1,311	30	1
	c	1	1	.....	3	90	63	3	.....
	d	3	3	3	1	11	12	1	.....
5-b.....	Caskets.....	16	15	2	41	760	792	41	.....
	a	11	10	2	20	515	532	20	.....
	b	4	4	.....	20	236	250	20	.....
	c	1	1	.....	1	9	10	1	.....
5-c.....	Store, office and kitchen fixtures.....	117	115	58	115	3,429	3,044	115	2
	a	88	86	43	90	2,116	1,797	90	2
	b	28	28	15	12	822	803	12	.....
	c	1	1	.....	13	431	444	13	.....
5-d.....	Mirror and picture frames.....	121	118	60	95	1,415	1,221	94	.....
	a	107	104	58	91	1,280	1,112	90	.....
	b	14	14	2	4	135	109	4	.....
5-e.....	Other cabinet work.....	164	162	76	90	3,751	3,165	90	.....
	a	119	117	57	61	2,324	1,866	61	.....
	b	41	41	17	26	1,312	1,181	26	.....
	c	3	3	2	3	107	110	3	.....
	d	1	1	.....	.....	8	8	.....	.....
6.....	Pianos, organs, etc.....	157	156	66	300	10,548	10,445	293	1
	a	142	141	63	277	9,178	9,062	270	1
	b	12	12	3	11	378	379	11	.....
	c	3	3	.....	12	992	1,004	12	.....
7-b.....	Mats and woven goods.....	14	13	3	11	618	606	8	.....
	a	10	9	2	5	193	184	2	.....
	b	4	4	1	6	425	422	6	.....
7-c.....	Brooms.....	12	12	4	6	137	142	6	.....
	a	8	8	3	5	81	85	5	.....
	b	4	4	1	1	56	57	1	.....
7-d.....	Articles of cork.....	29	28	6	22	621	617	22	.....
	a	12	11	.....	7	67	67	7	.....
	b	17	17	6	15	554	550	15	.....
7-e.....	Pipes (tobacco).....	23	22	12	26	1,278	1,171	26	.....
	a	18	17	11	17	597	499	17	.....
	b	4	4	1	2	198	200	2	.....
	c	1	1	.....	7	483	472	7	.....
7-f.....	Fireproofing lumber.....	2	2	.....	5	60	63	5	.....
	a	1	1	.....	1	10	9	1	.....
	c	1	1	.....	4	50	54	4	.....
Total—Group III.....		1,557	1,531	747	1,678	45,915	42,032	1,666	8

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.179

continued.

New York City.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
380	121	259		316	11	5	45	3	51	238	91		
279	102	177		251	1	3	24		50	145	84		
101	19	82		65	10	2	21	3	1	93	7		
472	370	267	835	1,397	43	24	8		102	1,211	159		
263	233	30		253	6	4			80	145	38		
178	137	208	835	1,114	36	20	8		22	1,035	121		
31		31		30	1					31			
5	5			5						5			
391	206	600	585	1,303	27	10	51		14	207	1,170		
617	150	467		559	11	2	45		14	146	457		
749	58	108	585	719	16	8	6			36	713		
25		25		25						25			
586	740	997	849	2,065	73	31	407	10	211	1,067	1,303	5	2
624	624	497	503	1,243	21	21	330	9	148	735	736	5	2
943	97	500	346	808	50	8	76	1	63	313	567		
19	19			14	2	2	1			19			
310	11	66	223	297			3		1	299			
73	7	66		73					1	72			
227	4		223	224			3			227			
565	1,230	1,841	494	3,546	14	4	1		229	3,160	176		
603	823	1,336	244	2,490	9	3	1		125	2,244	134		
692	294	398		688	3	1			59	591	42		
368	11	107	250	366	2				45	323			
2	2			2						2			
917	153	555	209	895	13	2	7		481	350	86		
964	100	555	209	843	12	2	7		471	333	60		
32	32			32					10	15	7		
21	21			20	1					2	19		
103	164	880	259	1,102	59	23	118	1	250	885	168		
168	160	608		709	27	11	20	1	250	350	168		
131		272	259	389	32	12	98			531			
4	4			4						4			
154	251	1,726	207	2,172	11	1			165	1,843	176		1
298	105	988	207	1,289	9				90	1,108	100		1
135	95	740		833	2				67	692	76		
40	40			39		1			8	32			
11	11			11						11			
78	2,057	3,421	6,100	10,772	428	57	315	6	595	10,129	854		
120	1,280	1,415	2,925	5,319	231	39	28	3	167	4,784	669		
111	696	1,440	3,175	4,822	187	12	287	3	414	4,712	185		
48	78	370		432	10	6			14	434			
69	3	196		199						199			
100	76	2,144	1,780	3,976	9	4	11		337	2,865	778	20	
92	17	175	700	892					4	839	49		
27	59	1,788	1,080	2,903	9	4	11		333	1,865	729		
31		181		181						161		20	
13	156	506	5,851	4,467	311	32	1,703		542	5,963	8		
10	154	406	5,851	4,383	302	32	1,693		542	5,860	8		
23	2	101		84	9		10			103			
28	12	218	696	297	8		616	5	5	921			
36	804	2,019	233	2,571	211	47	215	12	238	2,172	646		
39	706	1,470	233	2,043	182	27	148	9	216	1,839	354		
17	98	519		511	29	17	58	2	22	333	262		
40		30		17		3	9	1			30		
15	949	1,549		2,484	12	2			360	1,876	251	11	
10	461	869		1,322	8				354	850	115	11	
2	407	645		1,049	2	1			3	948	101		
3	18	35		53						53			
3	63			60	2	1			3	25	35		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and up
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
5-b	Blacksmithing and wheelwrighting	6	6	4	3	33	31	3	
	a	5	5	3	3	29	28	3	
	b	1	1	1		4	3		
5-c	Cycles (a)	5	5	5		16	13		
5-d	Motor vehicles	58	58	25	108	1,767	1,660	105	
	a	36	36	18	75	1,245	1,146	72	
	b	14	14	4	5	177	154	5	
	c	6	6	1	28	341	356	28	
	d	2	2	2		4	4		
5-g	Railway repair shops	36	36		137	5,847	5,443	134	
	a	13	13		76	2,382	2,314	75	
	b	14	14		26	1,998	1,653	26	
	c	6	6		30	1,318	1,322	30	
	d	3	3		5	149	154	5	
6	Boat and ship building	44	44	19	141	4,709	4,306	137	
	a	14	14	16	29	1,128	1,134	29	
	b	9	9	1	33	1,352	1,177	33	
	c	8	8		30	465	366	30	
	d	13	13	2	49	1,764	1,629	45	
7	Agricultural implements (a)	1	1	1		6	2		
8-a	Professional and scientific instruments	41	41	20	103	1,237	1,273	103	
	a	27	27	14	45	359	379	45	
	b	13	13	6	8	344	310	8	
	d	1	1		50	534	584	50	
8-b	Optical and photographic apparatus	44	44	22	98	387	465	98	
	a	41	41	20	98	370	452	98	
	b	3	3	2		17	13		
8-c	Lamps, reflectors, stereopticons, etc.	42	40	19	81	1,153	1,174	81	
	a	37	35	17	78	1,076	1,095	78	
	b	5	5	2	3	77	79	3	
8-d	Clocks and time recorders	17	17	5	50	1,300	1,270	48	
	a	15	15	5	36	152	152	34	
	b	2	2		14	1,148	1,118	14	
8-e	Scales, meters, phonographs, etc.	36	36	8	92	1,674	1,652	92	
	a	28	28	8	74	815	801	74	
	b	7	7		11	588	571	11	
	c	1	1		7	273	280	7	
Total—Group II		3,404	3,367	1,653	8,325	111,775	109,464	8,269	
III. WOOD MANUFACTURES.									
1	Sawmill products	22	22	6	12	330	321	12	
	a	7	7		7	70	66	7	
	b	11	11	4	3	225	220	3	
	c	1	1			4	2		
	d	3	3	2	2	31	33	2	
2-a	House trim	207	204	85	348	7,158	6,210	347	
	a	117	114	40	112	2,401	2,038	111	
	b	71	71	27	196	4,198	3,574	196	
	c	19	19	18	40	559	598	40	
2-b	Packing boxes, crates, etc.	61	61	28	67	1,470	1,451	67	
	a	48	48	23	52	878	877	52	
	b	11	11	4	14	548	532	14	
	c	2	2	1	1	44	42	1	
2-c	Cigar and fancy wood boxes	66	64	32	101	2,912	2,567	102	
	a	61	59	31	91	2,677	2,348	92	
	b	5	5	1	10	235	219	10	

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
28	28			28					3	11	14		
25	25			25						11	14		
3	3			3					3				
13	13			13					2	2	9		
1,555	229	1,020	308	1,532	21	2			637	764	152	2	
1,074	139	629	308	1,081	13				629	309	134	2	
149	63	86		148	1				6	132	11		
328	23	305		319	7	2				321	7		
4	4			4					2	2			
5,309	26	1,312	3,971	5,254	31		24		790	530	3,978	11	
2,241		636	1,708	2,226	16					368	1,873		
1,627	10	478	1,139	1,603			24		24	40	1,552	11	
1,292	14	152	1,126	1,276	16				766		526		
149	2	147		149						122	27		
4,169	155	1,702	2,312	4,130	29	7	3		1,113	3,002	47	7	
1,105	50	356	700	1,102			3		63	988	47	7	
1,144	43	171	926	1,136	7	1			1,010	134			
336	34	302		336					40	296			
1,584	23	874	687	1,556	22	6				1,584			
2	2			2					2				
1,170	169	467	534	940	26	22	174	8	59	933	178		
334	188	208		237	3	8	78	8	62	266	16		
302	43	269		228	7	14	63		7	133	162		
634			634	475	16		43			534			
367	204	163		306	15	7	37	2	25	322	17	3	
354	191	163		296	15	7	35	2	24	314	15	3	
13	13			11			2		1	8	4		
1,093	261	245	587	978	46	3	65	1	16	621	456		
1,017	237	193	587	909	46	2	60	1	16	574	427		
76	24	52		69	1	1	6			47	29		
1,222	64	106	1,052	792	155	4	270	1	21	133	1,068		
118	64	54		117		1			19	83	16		
1,104		52	1,052	676	155	3	270	1	2	60	1,052		
1,560	116	751	693	1,458	71	7	24		13	679	723	145	
727	89	638		716	8	2	3		12	283	287	145	
560	87	113	420	524	35	1			1	123	436		
273			273	218	30	4	21			273			
11,195	15,877	40,392	44,926	89,166	2,953	666	8,236	174	9,952	64,152	26,861	230	6
309	96	213		308		1			33	14	262		
59	39	20		59							59		
217	60	167		216		1			3	13	201		
2	2			2							2		
31	6	26		31					30	1			
5,863	1,021	3,212	1,630	5,784	71	5	3		1,222	1,257	3,384		
1,927	637	1,290		1,911	14	2			1,009	389	529		
3,378	291	1,457	1,630	3,323	49	3	3		93	612	2,673		
558	93	466		550	8				120	256	182		
1,354	283	1,101		1,306	51	26	1		17	336	1,031		
525	229	696		804	15	6	1		16	81	728		
518	63	466		461	36	21			1	214	303		
41	1	40		41						41			
2,465	318	1,413	734	1,479	123	26	787	50	70	904	1,491		
2,256	307	1,215	734	1,294	105	20	787	60	69	898	1,289		
209	11	198		185	18	6			1	6	202		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	78	78	14	511	1,417	1,767	511	
	a	65	65	13	411	1,180	1,455	411	
	b	12	12		94	232	301	94	
	c	1	1	1	6	6	11	6	
1-b.....	Sodas and other alkalies.....	10	10		32	222	235	32	
	a	6	6		18	71	84	18	
	b	4	4		14	151	151	14	
1-d.....	Other chemicals and drugs.....	102	102	21	543	2,863	3,182	543	
	a	68	68	16	430	1,078	1,369	430	
	b	26	26	4	73	1,392	1,391	73	
	c	7	7	1	39	353	381	39	
	d	1	1		1	40	41	1	
2-a.....	Paint, varnish, etc.....	99	99	24	229	2,993	3,095	229	
	a	34	34	3	81	593	619	81	
	b	44	44	15	101	1,634	1,667	101	
	c	15	15	6	38	390	426	38	
	d	6	6		9	376	383	9	
2-b.....	Dyes, colors and inks.....	82	81	26	269	1,683	1,867	269	
	a	60	60	23	248	1,023	1,196	248	
	b	18	18	3	17	508	515	17	
	c	3	3		3	102	105	3	
	d	1	1		1	50	51	1	
2-c.....	Lead pencils and crayons.....	3	3	1	15	1,932	1,943	15	
	a	2	2	1	5	1,152	1,155	5	
	b	1	1		10	780	788	10	
3.....	Wood alcohol and essential oils.....	39	38	9	140	569	690	140	
	a	32	31	6	130	252	379	130	
	b	6	6	3	9	197	190	9	
	d	1	1		1	120	121	1	
4.....	Animal oil products.....	29	29	4	37	292	315	37	
	a	17	17	1	26	126	145	26	
	b	7	7	1	2	61	58	2	
	c	4	4	2	9	97	106	9	
	d	1	1			8	8		
5.....	Mineral oil products.....	22	22		47	2,064	2,073	47	
	a	4	4		3	22	17	3	
	b	15	15		31	1,147	1,148	31	
	c	3	3		13	895	908	13	
6.....	Soap, perfumery and cosmetics.....	85	85	26	452	2,523	2,790	452	
	a	64	64	25	374	1,870	2,105	374	
	b	19	19		74	619	647	74	
	c	2	2	1	4	34	38	4	
7-a.....	Wax figures, etc.....	7	7	4	5	105	98	5	
	a	6	6	3	4	70	74	4	
	b	2	2	2	1	35	24	1	
7-b.....	Starch.....	4	4		8	41	49	8	
	a	2	2		7	15	22	7	
	b	1	1			20	20		
	c	1	1		1	6	7	1	
7-c.....	Glue, mucilage, etc.....	19	19	4	47	508	526	47	
	a	14	14	2	45	143	163	45	
	b	5	5	2	2	365	363	2	
7-d.....	Fertilisers.....	1	1			5	5		
7-e.....	Matches and explosives.....	7	7	1	5	453	437	5	
	a	1	1		2	4	4	2	
	b	1	1		1	62	53	1	
	c	1	1	1	1	70	71	1	
	d	4	4		1	317	309	1	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.

Continued.

New York

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.

WEEKLY HOURS OF LABOR.

SHOP FORCE.

NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—

Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.
1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)				

444	201	452	791	1,283	159	2			246	1,198	
129	75	47		188					58	66	
225	120	314	791	1,064	169	2			162	1,063	
63	4	49		63					28	26	
44	2	42		44						44	
428	141	287		419	3	5	1	23	95	310	
423	136	287		414	3	6	1	23	95	305	
5	5			6						6	
391	163	228		336	9	6	38	75	207	109	
305	118	187		251	9	5	38	65	177	69	
70	29	41		69		1		8	30	32	
16	16			16				2		14	
558	651	907		1,474	20	13	49	310	852	392	4
076	524	652		1,041	11	4	19	277	626	169	4
255	112	143		207	8	9	30	33	188	34	
153	8	145		152	1				6	147	
74	7	67		74					38	42	
958	1,323	4,410	225	5,391	48	10	509	1,149	1,603	2,973	233
808	1,087	3,294	225	4,157	33	5	411	955	1,263	2,155	233
281	225	1,056		1,164	15	5	97	189	274	818	
60		60		60					60		
11	11			10			1	5	6		
751	42	709		513	13	1	215	98	607	46	
512	30	482		340	10	1	159	51	448	13	
230	3	227		164	3		56	47	150	33	
9	9			9					9		
929	726	1,772	431	2,883	32	4	9	1,435	919	575	
707	623	1,084		1,674	23	1	9	814	549	344	
791	103	688	431	784	5	1		190	370	231	
131				425	4	2		431			
1,127	551	576		1,063	28	10	26	64	567	487	9
1,022	466	556		965	25	9	23	54	504	455	9
1,025	85	90		98	3	1	3	10	63	32	
1,125	876	2,199		3,034	15	12	14	1,220	1,156	699	
1,125	639	1,166		1,783	8	2	12	1,001	627	177	
1,125	218	937		1,148	3	4		211	433	511	
1,125	11	96		95	4	6	2		96	11	
1,125	8			8				8			
518	5,336	4,298		9,461	340	284	63	148	9,607	397	
452	5,034	3,306		8,180	290	255	63	134	8,463	195	
66	302			344	20	4		14	152	202	
		992		937	30	25			992		
60	337	201		488	21	11	77	10	349	239	
53	129	201		167	3		12		140	42	
7	208			321	18	11	65	10	209	197	
61	75			126	6	4		2	115	19	
45	35			70	6	4		2	59	19	
16	40			66					66		
122	473			265	23	1	300	23	247	325	
60		465		43	1		15	9	37	14	
62	473			222	22	1	225	14	210	311	
56	624			912	59	23	140	3	1,116	26	
34	448			408	15	2	59	2	472	8	
22	176	465		156	14	5	21	1	179	18	
				350	30	16	60	9	465		
	50			58						58	
8				8						8	
8	50			50						50	
7,217	24,374	8,775	36,583	1,021	444	2,232	86	5,902	20,197	14,021	246

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age.
NEW YORK CITY—Continued.									
IV. LEATHER AND RUBBER GOODS.									
1.....	Leather.....	37	36	11	35	614	553	35	
	a	19	18	8	27	147	153	27	
	b	17	17	3	6	462	383	6	
	c	1	1		2	16	17	2	
2.....	Furs and fur goods.....	799	790	494	264	10,428	7,545	252	
	a	763	744	463	250	9,007	6,268	238	
	b	45	45	30	14	1,386	1,270	14	
	c	1	1	1		35	7		
3-a.....	Belting, washers, etc.....	18	18	5	46	349	391	46	
	a	12	12	3	39	211	246	39	
	b	6	6	2	7	136	142	7	
	c	1	1			3	3		
3-b.....	Saddlery and harness.....	59	59	38	47	525	481	46	
	a	53	53	33	47	508	465	46	
	b	6	6	5		17	16		
3-c.....	Traveling bags and trunks.....	83	80	23	49	1,241	1,216	49	
	a	81	78	22	48	1,219	1,193	48	
	b	2	2	1	1	22	23	1	
3-d.....	Boots and shoes.....	138	136	73	281	8,367	8,130	281	
	a	90	88	57	130	2,509	2,217	130	
	b	48	48	16	151	5,858	5,913	151	
3-e.....	Gloves and mittens.....	29	28	11	8	395	350	8	
	a	27	26	9	8	387	342	8	
	b	2	2	2		8	8		
3-f.....	Fancy leather goods.....	307	302	168	216	6,460	5,459	213	
	a	285	280	152	212	6,170	5,207	209	
	b	20	20	15	1	222	186	1	
	c	2	2	1	3	68	66	3	
3-g.....	Canvas and sporting goods.....	69	69	35	80	1,070	957	80	
	a	59	59	32	76	989	898	76	
	b	9	9	3	1	76	51	1	
	c	1	1		3	6	8	3	
4.....	Rubber and gutta percha goods.....	94	91	36	270	3,626	3,476	271	
	a	75	72	32	225	1,850	1,819	226	
	b	15	15	4	16	650	611	16	
	c	4	4		29	1,126	1,046	29	
5-a.....	Pearl buttons, handles, etc.....	38	36	19	37	1,590	1,539	37	
	a	30	28	13	37	1,389	1,343	37	
	b	4	4	1		130	126		
	c	4	4	5		71	71		
5-b.....	Articles of horn, bone, tortoise shell, etc.....	53	53	31	26	1,183	1,077	26	
	a	42	42	24	25	895	795	25	
	b	10	10	7	1	215	209	1	
	c	1	1			73	73		
5-c.....	Brushes.....	55	55	29	80	1,335	1,317	80	
	a	40	40	21	59	774	808	59	
	b	13	13	7	20	510	457	20	
	c	2	2	1	1	51	52	1	
5-d.....	Mattresses, pillows, and other articles of hair, feathers, etc.....	83	81	60	52	1,335	1,264	50	
	a	74	72	55	49	1,185	1,122	47	
	b	8	8	4	3	146	138	3	
	c	1	1	1		4	4		
Total—Group IV.....		1,862	1,834	1,033	1,491	38,518	33,755	1,474	

Continued.

New York City.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
518	117	401		491	2	3	22		8	200	310		
196	38	88		122	1	1	2		6	71	49		
377	64	313		354	1	2	20		2	129	248		
15	16			15							15		
293	3,421	2,944	928	5,207	39	10	2,026	11	329	5,393	1,563	8	
6,030	3,243	2,084	703	4,402	33	9	1,677	9	185	5,143	694	8	
1,256	171	860	226	798	6	1	449	2	144	243	869		
7	7			7						7			
345	103	242		331	4	3	7			339	6		
207	71	136		196	3	3	6			207			
135	29	108		132	1		2			132			
3	3			3							3		
435	247	188		360	12	4	59		52	185	178	20	
419	231	188		344	12	4	59		52	183	164	20	
16	16			16							14		
167	498	669		1,127	13	4	23		18	326	817	6	
146	496	649		1,106	13	4	23		18	326	796	6	
22	2	20		22							22		
1,569	579	3,678	3,592	5,647	206	74	1,841	81	490	5,998	1,330	31	
1,067	432	1,339	316	1,630	31	8	406	12	75	1,395	691	26	
1,782	147	2,339	3,276	4,017	175	66	1,436	69	415	4,603	739	6	
342	179	163		170	3	1	164	4	129	182	30	1	
324	171	163		168	3	1	158	4	129	176	28	1	
8	8			8			6			6	2		
1,710	3,536			3,471	102	62	1,571	40	250	2,149	2,840	7	
1,693	3,406			3,353	87	49	1,478	31	226	2,055	2,710	7	
115	70			77	14	13	72	9	24	92	69		
8	61			41	1		21			2	61		
401	476			551	2	2	317	5	93	695	89		
346	476			507	2	1	307	5	74	672	76		
50				44			6		19	18	13		
5						1	4			6			
376	1,312	1,517		1,975	113	49	1,032	36	221	1,137	1,847		
316	1,027	260		926	71	26	558	13	180	973	440		
60	171	364		490	2	11	90	2	41	131	423		
605	114	903		660	40	12	384	21		33	984		
502	834	504		728	26	9	693	46	131	355	1,016		
305	685	504		624	17	8	611	45	61	304	940		
186	106			48	2	1	74	1	70	61	5		
71	44			56	7		8				71		
236	608	207		715	28	10	276	22	12	352	687		
189	374	207		519	14	6	211	21	12	241	517		
770	161			138	6	1	62	1		111	97		
208	73			58	8	4	3				73		
73	1,019			745	52	25	409	6	170	639	428		
237	601			475	34	11	227	2	46	540	163		
749	383			240	14	4	175	4	108	91	238		
457	35			30	4	10	7		16	8	27		
51													
214	789			569	12	1	618	14	177	840	185	12	
7076	686			494	8	1	563	9	169	775	119	12	
135	103			71	4		55	5	8	65	62		
4				4							4		
281	8,674	16,859	6,748	22,087	614	257	9,058	265	2,080	18,790	11,326	85	6

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. ag
NEW YORK CITY—Continued.									
VIII. TEXTILES.									
1.....	Silk and silk goods.....	66	65	19	133	6,259	6,038	127	
	a	48	48	16	95	2,758	2,532	89	
	b	10	9	2	8	1,919	1,894	8	
	c	7	7		29	1,527	1,556	29	
	d	1	1	1	1	55	56	1	
2-a.....	Carpets and rugs.....	33	33	9	18	662	561	18	
	a	24	24	8	16	457	355	16	
	b	8	8	1		75	74		
	c	1	1		2	150	152	2	
2-b.....	Felt goods.....	7	7	2	19	265	284	19	
	a	4	4	2	15	113	128	15	
	b	3	3		4	152	156	4	
2-c.....	Woolens and worsteds.....	8	8	1	9	278	278	9	
	a	6	6	1	4	85	80	4	
	b	2	2		5	193	198	5	
3.....	Cotton goods.....	30	29	6	41	724	709	40	
	a	26	25	5	41	630	625	40	
	b	4	4	1		94	84		
4.....	Hosiery and knit goods.....	77	75	36	59	2,193	2 017	59	
	a	28	28	14	33	759	658	33	
	b	46	44	20	20	1,240	1,159	20	
	c	3	3	2	6	194	200	6	
5-a.....	Dyeing, finishing, etc.....	28	28	12	12	932	872	12	
	a	17	17	6	7	679	614	7	
	b	6	6	1	3	162	165	3	
	c	4	4	5	1	73	74	1	
	d	1	1		1	18	19	1	
5-b.....	Upholstery goods.....	35	35	20	41	1,377	1,254	41	
	a	29	29	19	39	1,228	1,116	39	
	b	6	6	1	2	149	138	2	
5-c.....	Braids, embroideries and dress trimmings..	321	315	149	220	10,330	8,561	218	
	a	284	279	136	203	7,865	6,610	201	
	b	35	34	12	17	2,420	1,904	17	
	c	1	1	1		17	17		
	d	1	1			30	30		
6.....	Flax, hemp and jute manufactures.....	36	36	4	90	6,620	6,364	90	
	a	20	20	1	42	1,543	1,549	42	
	b	12	12	2	39	4,847	4,576	39	
	c	3	3	1	9	203	212	9	
	d	1	1			27	27		
7.....	Oil cloth, window shades, etc.....	10	10	4	18	982	967	18	
	a	7	7	4	12	106	85	12	
	b	1	1			2	2		
	c	1	1		3	144	147	3	
	d	1	1		3	730	733	3	
Total—Group VIII.....		651	641	262	660	30,622	27,905	651	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	4,131	4,033	3,227	1,531	71,557	64,497	1,477	
	a	3,212	3,128	2,394	1,418	55,708	50,171	1,364	
	b	909	895	827	113	15,770	14,262	113	
	c	8	8	5		72	57		
	d	2	2	1		7	7		
1-b.....	Shirst, collars and cuffs.....	217	213	97	218	7,504	7,158	217	
	a	177	173	72	199	5,735	5,608	198	
	b	38	38	23	19	1,716	1,497	19	
	c	2	2	2		53	53		

Continued.

New York City.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
1,256	340	916		489	31	9	716	11	906	235	115		
1,044	267	777		413	14	8	698	11	798	186	68		
207	68	139		74	16		117		106	49	63		
5	6			2	1	1	1		6				
203	46	157		112		1	89	1	33	157	13		
68	35	31		36			30		7	55	4		
157	11	126		76		1	59	1	26	102	9		
2,639	465	1,453	721	2,004	13	20	596	6	809	636	873	261	
939	326	372	241	696	13	18	310	2	673	76	186	6	
1,318	97	996	225	1,053		2	261	2	193	457	668		
342	42	45	255	333			9		3	64	20	255	
40		40		22			16	2		40			
2,866	410	1,669	787	2,490	26	26	315	9	185	1,179	1,502		
538	170	134	234	445		7	83	3	90	170	278		
1,566	163	860	553	1,386	14	15	206	6	36	707	823		
388	55	333		367	10	3	8		57	178	163		
574	22	352		352	2	1	19		2	124	248		
1,598	427	1,171		1,255	17	7	319		409	556	565	8	
948	329	619		704	15	6	223		368	369	207	4	
498	88	410		410			88		101	141	252	4	
102	10	92		99	2	1				46	56		
50		50		42			8				50		
1,926	4		1,924	678	73	27	1,108	42		1,163	765		
1,150	4		1,146	428	58	22	612	30		1,146	4		
778			778	250	15	6	496	12		17	761		
550	166	384		430	3		117		112	120	318		
249	144	105		131	3		115		111	116	22		
181	22	159		179			2		1	4	176		
120		120		120							120		
278	127	151		260	3	2	13		36	57	185		
117	65	52		111	2		4		28	24	65		
56	36	20		48	1	2	5		4	30	22		
97	18	79		93			4		4	3	90		
8	8			8							8		
2,026	78	574	1,374	1,884	33	25	84		8	1,806	212		
14	14			9			5		2	12			
1,117	64	489	664	1,040	18	15	44		6	899	212		
895		85	810	835	15	10	35			895			
2,338	408	1,231	699	1,239	64	13	987	35	595	1,428	312	3	
1,731	228	976	467	794	48	7	852	30	477	981	270	3	
573	86	255	232	433	16	6	115	3	94	437	48		
34	34			12			20	2	24	10			
93	59	34		62			27	4	36	42	15		
70	36	34		43			23	4	36	34			
23	23			19			4			8	15		
41	21	20		32			9		17	6	18		
15	15			8			7		15				
20		20		18			2		2		18		
6	6			6						6			
479	64	115	300	399	3	4	70	3	21	453	5		
118	56	62		88	3		24	3	19	94	6		
361	8	63	300	311		4	46		2	359			
5	5			5					5				
432	6	426		254	1	7	160	10	6	53	373		
2	2			1			1		2				
52		52		37			15				52		
70		70		38	1	3	27	1		4	66		
308	4	304		178		4	117	9	4	49	255		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
NEW YORK CITY—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.—									
Concluded.									
7-f.....	Celluloid and other plastics.....	10	10	7	5	110	99	5	
	a	8	8	6	4	87	49	4	
	b	1	1	1		10	6		
	c	1	1		1	43	44	1	
	Total—Group V.....	597	595	141	2,345	17,780	19,171	2,345	
VI. PAPER AND PULP.									
1.....	Sorting waste paper.....	35	35	16	10	541	515	10	
	a	34	34	16	6	503	473	6	
	b	1	1		4	38	42	4	
2-c.....	Paper mills.....	11	11	2	31	722	747	31	
	a	6	6	2	4	61	63	4	
	b	4	4		8	283	287	8	
	c	1	1		3	41	44	3	
	d	1	1		16	357	363	16	
	Total—Group VI.....	46	46	18	41	1,263	1,262	41	
VII. PRINTING AND PAPER GOODS.									
1.....	Type and printers' materials.....	25	25	15	52	308	304	52	
	a	23	23	15	52	287	283	52	
	b	2	2			21	21		
2-a.....	Paper boxes and tubes.....	211	200	79	210	8,502	8,132	207	
	a	169	169	61	186	6,504	6,254	183	
	b	36	36	16	22	1,823	1,708	22	
	c	6	6	3	2	108	103	2	
	d	1	1			67	67		
2-b.....	Paper bags and sacks.....	12	12	6	46	630	620	46	
	a	10	10	6	41	489	474	41	
	b	1	1		1	50	51	1	
	c	1	1		4	91	95	4	
2-c.....	Other paper goods.....	193	186	80	801	6,467	6,528	795	
	a	169	162	69	780	5,400	5,561	774	
	b	22	22	9	17	997	897	17	
	c	2	2	2	4	70	70	4	
3-a.....	Printing and publishing.....	1,229	1,221	622	5,110	31,678	33,483	5,098	
	a	1,089	1,081	549	4,868	29,141	30,958	4,857	
	b	113	113	67	197	2,263	2,224	196	
	c	16	15	14	31	140	143	21	
	d	12	12	2	34	134	158	24	
3-b.....	Bookbinding and blank-book making.....	256	249	191	448	8,281	8,137	436	
	a	238	231	184	369	6,306	6,136	357	
	b	17	17	7	74	1,917	1,938	74	
	c	1	1		5	58	63	5	
3-c.....	Lithographing and engraving.....	209	206	105	645	10,368	10,195	643	
	a	192	189	102	536	7,524	7,353	533	
	b	17	17	3	110	2,844	2,843	110	
3-d.....	Games and novelties.....(a)	48	47	13	100	2,158	2,092	100	
4.....	Wall paper.....	8	8		60	1,031	986		
	a	6	6		36	455	411		
	b	3	3		24	576	575		
5.....	Photography.....	40	39	21	58	386	399		
	a	39	38	21	57	378	390		
	b	1	1		1	8	9		
	Total—Group VII.....	2,231	2,193	1,132	7,530	69,809	70,876	7,485	

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)						
94	51	43		63	5	1	25		1	49	44			
45	45			20	2	1	22		1	45	1			
6	6			3			3			6				
43		43		40	3						43			
16,826	2,677	8,344	5,805	11,656	272	142	4,635	121	3,299	7,940	5,315	272		
505	225	280		380	1		173	1	5	82	374	44		
467	226	242		302	1		164		6	82	336	44		
38		38		28			9	1			38			
716	15	364	337	531	16	11	156	2	2	21	654	39		
59	12	47		43	2	1	13		2	11	46			
279	3	276		183	4		91	1		1	278			
41		41		53	6	2					2	39		
357			337	272	4	8	52	1		9	328			
1,221	240	644	337	861	17	11	329	3	7	103	1,028	83		
252	129	123		222	6	4	20		46	173	33			
231	108	123		202	6	3	20		46	156	29			
21	21			20		1				17	4			
7,925	1,013	5,799	1,113	2,671	175	64	4,750	265	621	6,114	1,190	1		
9,071	813	4,527	731	2,068	103	34	3,730	136	454	4,616	1,002	1		
1,688	152	1,152	382	558	59	25	942	102	167	1,408	111			
101	48	63		23	11	2	44	21		82	19			
67		67		22	2	3	34	6		9	68			
574	52	300	222	319	19	1	231	4	16	84	474			
433	52	159	222	262	12		159		16	59	358			
50		50		25			22	3		25	25			
91		91		32	7	1	50	1			91			
5,733	913	2,288	2,532	2,234	75	37	3,287	100	774	4,593	366			
4,787	818	1,689	2,280	1,608	68	28	2,713	70	716	3,828	243			
580	83	545	252	314	7	6	529	24	58	699	123			
66	12	64		12		3	45	6		66				
8,385	6,066	12,887	9,430	22,692	611	241	4,751	90	10,679	17,318	340	48	4	
6,101	5,433	12,281	8,387	21,096	548	215	4,164	78	9,760	15,975	318	48	2	
2,028	473	512	1,043	1,414	56	21	525	12	844	1,174	10		2	
122	98	24		106	5	4	7		47	63	12			
134	64	70		76	2	1	55		28	106				
7,701	1,288	4,571	1,842	3,873	161	70	3,388	209	671	6,626	402	2	1	
5,779	1,228	4,147	404	2,979	98	29	2,526	147	585	4,790	402	2	1	
1,884	60	366	1,438	865	63	40	837	59	82	1,782				
58		58		29		1	25	3	4	54				
1,552	869	3,607	4,986	6,763	383	75	2,269	62	3,896	5,467	189			
1,819	787	3,328	2,704	5,102	269	69	1,361	18	3,660	3,126	33			
733	82	369	2,282	1,661	114	6	908	44	236	2,341	156			
992	192	572	1,228	613	17	6	1,346	10	107	1,842	43			
934	19	535	380	713	90	7	121	3	5	21	908			
375	19	356		305	31	6	30	3	5	20	350			
559		179	380	408	59	1	91			1	558			
343	185	158		250	15	3	74	1	228	115		1		
335	177	168		244	14	2	74	1	220	115			1	
8	8			6	1	1			8					
1,391	10,728	30,930	21,733	40,350	1,552	508	20,237	744	17,043	42,353	3,945	50	7	

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and over
NEW YORK CITY—Continued.									
VIII. TEXTILES.									
1.....	Silk and silk goods.....	66	65	19	133	6,259	6,038	127	
	a	48	48	16	96	2,768	2,532	89	
	b	10	9	2	8	1,919	1,894	8	
	c	7	7		29	1,527	1,556	29	
	d	1	1	1	1	55	56	1	
2-a.....	Carpets and rugs.....	33	33	9	18	662	561	18	
	a	24	24	8	16	457	336	16	
	b	8	8	1		75	74		
	c	1	1		2	150	162	2	
2-b.....	Felt goods.....	7	7	2	19	265	284	19	
	a	4	4	2	15	113	128	15	
	b	3	3		4	152	166	4	
2-c.....	Woolens and worsteds.....	8	8	1	9	278	278	9	
	a	6	6	1	4	86	80	4	
	b	2	2		5	193	198	5	
3.....	Cotton goods.....	30	29	6	41	724	709	40	
	a	26	25	5	41	630	625	40	
	b	4	4	1		94	84		
4.....	Hosiery and knit goods.....	77	75	36	59	2,193	2,017	59	
	a	28	28	14	33	759	658	33	
	b	46	44	20	20	1,240	1,159	20	
	c	3	3	2	6	194	200	6	
5-a.....	Dyeing, finishing, etc.....	28	28	12	12	932	872	12	
	a	17	17	6	7	679	614	7	
	b	6	6	1	3	162	166	3	
	c	4	4	5	1	73	74	1	
	d	1	1		1	18	19	1	
5-b.....	Upholstery goods.....	35	35	20	41	1,377	1,254	41	
	a	29	29	19	39	1,228	1,116	39	
	b	6	6	1	2	149	138	2	
5-c.....	Braids, embroideries and dress trimmings..	321	315	149	220	10,330	8,561	218	
	a	284	279	136	203	7,863	6,610	201	
	b	35	34	12	17	2,460	1,904	17	
	c	1	1	1		17	17		
	d	1	1			30	30		
6.....	Flax, hemp and jute manufactures.....	36	36	4	90	6,620	6,364	90	
	a	20	20	1	42	1,543	1,549	42	
	b	12	12	2	39	4,847	4,576	39	
	c	3	3	1	9	203	212	9	
	d	1	1			27	27		
7.....	Oil cloth, window shades, etc.....	10	10	4	18	982	967	18	
	a	7	7	4	12	106	86	12	
	b	1	1			2	2		
	c	1	1		3	144	147	3	
	d	1	1		3	730	733	3	
Total—Group VIII.....		651	641	262	660	30,622	27,905	651	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	4,131	4,033	3,227	1,531	71,557	64,497	1,477	
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	b	909	895	827	113	15,770	14,262	113	
	c	8	8	5		72	57		
	d	2	2	1		7	7		
1-b.....	Shirst, collars and cuffs.....	217	213	97	218	7,504	7,158	217	
	a	177	173	72	199	5,735	5,608	198	
	b	38	38	23	19	1,716	1,497	19	
	c	2	2	2		53	53		

Continued.

New York City.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
1,435	811	624	.....	777	6	2	650	.....	16	886	1,038	.....	1
259	696	604	.....	671	5	2	621	.....	9	579	911	.....	.....
196	116	20	.....	106	1	.....	29	.....	7	7	122	.....	1
25,590	51,795	139,651	27,144	107,248	951	316	108,446	1,629	20,319	138,454	57,253	2,564	d36
441	100	341	.....	434	.....	.....	7	.....	10	51	334	46	.....
248	47	196	.....	236	.....	.....	7	.....	.....	22	221	.....	.....
150	60	80	.....	130	.....	.....	.....	.....	10	29	45	46	.....
68	3	65	.....	68	.....	.....	.....	.....	.....	.....	68	.....	.....
3 025	10	25	2,990	2,826	64	3	132	.....	.....	10	1,821	1,194	.....
10	10	.....	.....	7	1	.....	2	.....	.....	10	.....	.....	.....
1,455	.....	25	2,430	2,275	60	.....	130	.....	.....	.....	1,806	650	.....
560	.....	.....	560	544	15	3	.....	.....	.....	.....	16	544	.....
75	237	1,297	241	647	19	1	1,092	16	476	938	356	5	1
123	159	1,224	.....	540	8	.....	828	7	264	824	300	6	1
192	78	73	241	107	11	1	264	9	222	114	56	.....	.....
354	478	906	.....	888	15	1	458	22	235	864	285	.....	.....
1074	383	691	.....	694	15	.....	344	21	201	696	178	.....	.....
297	95	155	.....	154	.....	1	75	.....	34	169	27	.....	.....
20	.....	80	.....	40	.....	.....	39	1	.....	.....	80	.....	.....
451	131	1,101	419	895	24	7	715	10	164	434	1,053	.....	.....
129	112	729	207	576	18	.....	440	6	121	260	667	.....	.....
505	19	372	212	319	6	7	266	6	43	174	366	.....	.....
1095	261	1,407	1,427	2,977	16	2	99	1	163	379	2,539	14	.....
1723	217	1,139	1,427	2,683	10	2	87	1	163	340	2,266	14	.....
251	43	208	.....	251	.....	.....	.....	.....	.....	39	212	.....	.....
61	1	60	.....	43	6	.....	12	.....	.....	.....	61	.....	.....
164	93	91	.....	177	3	4	.....	.....	95	32	26	31	1
74	53	21	.....	70	3	1	.....	.....	45	6	.....	24	.....
110	40	70	.....	107	.....	3	.....	.....	50	27	26	7	1
745	118	627	.....	546	2	4	181	12	10	334	393	8	.....
977	57	310	.....	252	.....	3	102	10	5	119	235	8	.....
272	61	211	.....	204	.....	.....	67	1	5	215	52	.....	.....
108	.....	106	.....	90	2	1	12	1	.....	.....	106	.....	.....
2 360	134	527	2,599	1,761	28	7	1,430	34	20	190	3,050	.....	.....
159	20	470	2,599	1,681	27	6	1,411	34	20	97	3,042	.....	.....
101	44	57	.....	80	1	1	19	.....	.....	93	8	.....	.....
1 425	7,865	1,630	.....	9,331	46	12	105	1	242	840	7,885	528	1
120	6,098	1,022	.....	5,998	25	5	92	.....	141	522	4,953	498	1
2 369	2,324	585	.....	2,868	21	6	13	1	87	226	2,608	29	.....
126	313	23	.....	336	.....	.....	.....	.....	.....	.....	336	.....	.....
190	150	.....	.....	129	.....	1	.....	.....	14	27	88	1	.....
1 324	1,262	3,371	3,691	4,087	87	35	3,938	177	223	3,098	4,583	420	3
2 319	948	2,678	2,593	2,943	32	4	3,134	106	149	1,801	3,893	376	3
1 101	310	693	1,098	1,140	55	31	804	71	72	1,297	688	44	.....
2	2	.....	.....	2	.....	.....	.....	.....	.....	.....	2	.....	.....
2	2	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
501	244	257	.....	501	.....	.....	.....	.....	25	40	56	380	.....
774	95	179	.....	274	.....	.....	.....	.....	25	9	55	185	.....
127	109	78	.....	187	.....	.....	.....	.....	.....	31	.....	156	.....
33	33	.....	.....	33	.....	.....	.....	.....	.....	.....	1	32	.....
7	7	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	7	.....
40	40	.....	.....	37	.....	.....	3	.....	4	15	21	.....	.....
10	10	.....	.....	10	.....	.....	.....	.....	.....	.....	10	.....	.....
30	30	.....	.....	27	.....	.....	3	.....	4	16	11	.....	.....

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
					Office help.	Shop force.		Total.	14- yrs. ag.	
NEW YORK CITY—Continued.										
5-c.....	X. FOOD, LIQUORS AND TOBACCO—Con.									
	Mineral and soda waters.....	103	101	58	79	964	882	79		
	a	68	67	37	77	762	706	77		
	b	29	28	16	2	174	154	2		
	c	2	2	1		13	7			
5-d.....	Malt.....	4	4	2		15	15			
	(a)	3	3		20	167	187	20		
	5-e.....	Malt liquors.....	115	114	16	548	5,163	5,201	551	
		a	60	59	9	342	3,273	3,298	346	
		b	40	40	5	164	1,559	1,536	163	
c		10	10	2	29	214	237	29		
5-f.....	Vinous and distilled liquors.....	5	5		13	117	130	13		
	a	29	29	4	68	339	382	68		
	b	27	27	2	68	304	347	68		
	d	1	1			20	20			
	5-g.....	Miscellaneous bottling.....	1	1	2		15	15		
6-a.....	Tobacco and snuff.....	10	10	2	1	128	108	1		
		a	3	3	2		23	18		
		b	7	7		1	105	90	1	
		d	11	11	4	4	147	134	4	
	6-b.....	Cigars.....	10	10	4	4	143	130	4	
6-b.....	Cigars.....	1	1			4	4			
		a	748	737	422	407	23,957	21,759	405	
		b	549	541	292	388	22,489	20,387	386	
		c	187	184	121	9	1,134	1,038	9	
	6-c.....	Cigarettes.....	8	8	8	10	313	313	10	
6-c.....	Cigarettes.....	4	4	1		21	21			
		a	54	53	18	71	3,844	3,802	71	
		b	51	50	18	69	3,734	3,690	69	
		3	3		2	110	112	2		
	Total—Group X.....		4,528	4,375	2,492	3,582	72,061	68,739	3,563	
XI. WATER, LIGHT AND POWER.										
1.....	Water.....	19	19		8	399	376	8		
		b	8	8		8	352	329	8	
		c	5	5			23	23		
		d	6	6			24	24		
	2.....	Gas.....	33	32	1	65	2,410	2,169	64	
4.....	Electric light and power.....	a	14	13	1	28	1,559	1,432	27	
		b	13	13		30	510	526	30	
		c	5	5		4	322	199	4	
		d	1	1		3	19	22	3	
	5.....	Steam heat and power.....	83	83	1	105	3,126	3,161	105	
6.....	Garbage disposal, etc.....	a	45	45	1	91	2,076	2,110	91	
		b	26	26		6	766	762	6	
		c	10	10		8	184	189	8	
		d	2	2			100	100		
	6.....	Garbage disposal, etc.....	114	114	1	5	600	603	5	
6.....	Garbage disposal, etc.....	a	96	96	1	5	484	487	5	
		b	17	17			110	110		
		c	1	1			6	6		
		b	6	6			94	94		
	6.....	Garbage disposal, etc.....	5	5			79	79		
Total—Group XI.....		1	1			15	15			
Total—Group XI.....		255	254	3	183	6,629	6,403	182		

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Number in Shops Employing—			Sex and Age.						51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
Total.	1-10.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
503	454	349		779	17		7		12	93	632	66	1
629	280	349		608	16		6		9	63	623	34	
152	152			149	1		2		1	28	91	32	1
7	7			7							7		
15	15			15					2	2	11		
167		167		167							167		
4,650	442	3,124	1,084	4,637	7	2	4		424	3,097	1,114	15	
2,952	184	1,884	884	2,944	6	2			221	2,048	678	11	
173	185	988	200	1,368	1		4		86	872	411	4	
98	61	147		208					117	78	13		
117	12	105		117						105	12		
314	158	156		296	1		16	1	136	110	68		
279	143	136		261	1		16	1	116	110	63		
20		20		20					20				
15	15			15							15		
107	52	55		106			1		4	18	60	25	
18	18			18						3	15		
89	34	55		88			1		4	15	45	25	
130	81	49		101	1		28		5	36	89		
129	77	49		97	1		28		6	36	86		
4	4			4							4		
354	2,773	7,546	11,035	9,977	88	32	11,191	66	8,641	9,353	3,341	19	10
2,001	2,007	7,226	10,769	9,026	76	29	10,813	57	7,934	9,008	3,040	19	6
1,029	708	321		763	5	2	228	1	686	312	31		4
308	37		266	140	7		148	8	3	30	270		
21	21			18		1	2		18	3			
3,731	184	753	2,794	1,361	32	3	2,307	28	480	2,552	695	4	
621	174	663	2,794	1,329	32	3	2,232	25	480	2,444	693	4	
110	10	100		32			75	3		108	2		
5,176	15,117	23,779	26,280	42,531	450	113	21,714	368	11,369	22,484	28,568	2,755	17
368	90	20	258	368					30	298	2	38	
321	43	20	268	321					20	298		3	
23	23			23							2	21	
24	24			24					10			14	
2,105	95	1,032	978	2,105						25	959	1,121	
1,995	25	392	978	1,395							672	723	
296	31	485		496						25	262	209	
125	20	175		195							6	189	
19	19			19							19		
3,056	440	1,100	1,516	3,054	2				988	1,402	341	325	
2,619	262	526	1,231	2,017	2				606	983	228	203	
756	115	356	285	756					291	310	54	101	
181	55	126		181						109	59	13	
106	8	92		100					92			8	
598	400	198		598					108	59	337	94	
482	344	138		482					108	41	274	59	
110	50	60		110						18	63	29	
61	6			6								6	
94	44	50		94						94			
79	29	50		79						79			
15	15			15						15			
6,221	1,069	2,400	2,752	6,219	2				1,126	1,878	1,639	1,578	

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and over
NEW YORK CITY—Continued.									
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
—Concluded.									
7.....	Clip sorting.....	154	150	95	62	1,552	1,495	60	
	a	136	132	82	60	1,409	1,357	58	
	b	18	18	13	2	143	138	2	
	Total—Group IX.....	11,584	11,305	7,502	6,192	259,304	224,663	6,073	
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	23	23	5	27	472	468	27	
	a	14	14	4	18	270	261	18	
	b	7	7	1	6	134	136	6	
	d	2	2		3	68	71	3	
1-b.....	Sugar and molasses refining.....	7	6		138	3,125	3,163	138	
	a	2	2		2	10	12	2	
	b	4	3		100	2,555	2,555	100	
	c	1	1		36	560	596	36	
1-c.....	Fruits and vegetables (canning and pre- serving).....	51	51	14	195	2,411	1,970	195	
	a	39	39	13	186	1,980	1,569	186	
	b	12	12	1	9	431	401	9	
1-d.....	Coffee and spice roasting and grinding.....	75	75	9	408	1,521	1,788	404	
	a	69	69	7	384	1,134	1,458	384	
	b	16	16	1	19	307	246	16	
	c	1	1	1	5	80	85	5	
1-e.....	Groceries not elsewhere specified.....	40	39	2	289	1,746	1,940	289	
	a	27	26	2	267	1,143	1,315	267	
	b	13	13		22	603	625	22	
2.....	Provisions.....	68	67	16	361	3,298	3,457	362	
	a	64	63	9	321	2,977	3,105	322	
	b	12	12	5	38	256	289	38	
	c	2	2	2	2	65	63	2	
3.....	Dairy products.....	14	14	2	35	197	219	35	
	a	7	7	2	21	86	96	21	
	b	7	7		14	111	124	14	
4-a.....	Macaroni and other food pastes.....	51	50	33	40	800	785	40	
	a	30	30	25	10	400	377	10	
	b	20	19	8	26	294	298	26	
	c	1	1		4	106	110	4	
4-b.....	Crackers and biscuits.....	31	30	10	243	3,305	3,503	243	
	a	24	23	7	241	3,199	3,400	241	
	b	7	7	3	2	106	103	2	
4-c.....	Bread and other bakery products.....	2,539	2,415	1,567	306	10,745	9,783	288	
	a	1,634	1,420	870	140	7,259	6,242	122	
	b	827	817	558	163	2,974	3,072	163	
	c	129	129	104	3	382	339	3	
	d	49	49	35		130	130		
4-d.....	Confectionery and ice cream.....	517	508	303	310	9,048	8,634	310	
	a	337	330	186	264	6,804	6,483	264	
	b	177	175	115	46	2,239	2,147	46	
	c	2	2	1		3	2		
	d	1	1	1		2	2		
5-a.....	Artificial ice.....	33	33	6	24	623	526	25	
	a	13	13	3	19	334	294	20	
	b	12	12	2	6	203	192	6	
	c	7	7	1		79	33		
	d	1	1			7	7		
5-b.....	Cider, grape juice, etc.....	6	6	3	8	61	48	8	
	a	1	1		4	10	14	4	
	b	5	5	3	4	51	34	4	

dIncludes 6 children under 14, in office.

II.195

New York City

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
1,435	811	624		777	6	2	650		16	386	1,033		
1,299	696	604		671	6	2	681		9	379	911		
136	116	20		106	1		29		7	7	122		
5,590	51,795	139,651	27,144	107,248	951	316	108,446	1,629	20,319	138,454	57,253	2,564	d3
441	100	341		434			7		10	51	334	46	
243	47	196		236			7			22	221		
130	50	80		130					10	29	45	46	
68	3	65		68							68		
325	10	25	2,990	2,826	64	3	132			10	1,821	1,194	
10	10			7	1		2			10			
455		25	2,430	2,275	50		130				1,805	650	
350			560	544	13	3					16	544	
715	237	1,297	241	647	19	1	1,092	16	476	938	356	5	
383	159	1,224		540	8		828	7	254	824	300	5	
392	78	73	241	107	11	1	264	9	222	114	56		
384	478	906		888	15	1	458	22	235	864	285		
374	383	691		694	15		344	21	201	695	178		
230	96	135		154		1	75		34	169	27		
80		80		40			39	1			80		
651	131	1,101	419	895	24	7	715	10	164	434	1,053		
648	112	729	207	576	18		440	5	121	260	667		
623	19	372	212	319	6	7	266	5	43	174	386		
585	261	1,407	1,427	2,977	16	2	99	1	163	379	2,539	14	
783	217	1,139	1,427	2,688	10	2	87	1	163	340	2,266	14	
251	45	208		251						39	212		
61	1	60		45	6		12				61		
124	93	91		177	3	4			95	32	26	31	
74	53	21		70	3	1			45	5		24	
10	40	70		107		3			50	27	26	7	
35	118	627		546	2	4	181	12	10	334	393	8	
36	57	310		252		3	102	10	5	119	235	8	
37	61	211		204			67	1	5	215	52		
38		106		90	2	1	12	1			106		
39	134	527	2,599	1,761	28	7	1,430	34	20	190	3,050		
40	90	470	2,599	1,681	27	6	1,411	34	20	97	3,042		
41	44	57		80	1	1	19			93	8		
42	7,865	1,630		9,331	46	12	105	1	242	840	7,885	528	
43	6,098	1,022		5,998	25	5	92		141	522	4,953	498	
44	2,324	585		2,868	21	6	13	1	87	225	2,508	29	
45	813	23		336							336		
46	130			129		1			14	27	88	1	
47	1,262	3,371	3,691	4,087	87	35	3,938	177	223	3,098	4,583	420	
48	948	2,678	2,593	2,943	32	4	3,134	106	149	1,801	3,893	376	
49	310	693	1,098	1,140	55	31	804	71	72	1,297	688	44	
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Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and up
NEW YORK CITY—Continued.									
5-c.....	X. FOOD, LIQUORS AND TOBACCO—Con.	103	101	56	79	964	882	79	
	Mineral and soda waters.....	68	67	37	77	762	706	77	
	a	29	28	16	2	174	154	2	
	b	2	2	1		13	7		
	c	4	4	2		15	15		
5-d.....	Malt.....(a)	3	3		20	167	187	20	
5-e.....	Malt liquors.....	115	114	16	548	5,163	5,201	551	
	a	60	59	9	342	3,273	3,298	346	
	b	40	40	6	164	1,559	1,596	163	
	c	10	10	2	29	214	237	29	
	d	5	5		13	117	130	13	
5-f.....	Vinous and distilled liquors.....	29	29	4	68	339	382	68	
	a	27	27	2	68	304	347	68	
	b	1	1			20	20		
	d	1	1	2		15	15		
5-g.....	Miscellaneous bottling.....	10	10	2	1	128	108	1	
	a	3	3	2		23	18		
	b	7	7		1	105	90	1	
6-a.....	Tobacco and snuff.....	11	11	4	4	147	134	4	
	a	10	10	4	4	143	130	4	
	d	1	1			4	4		
6-b.....	Cigars.....	748	737	422	407	23,957	21,759	405	
	a	549	541	292	388	22,489	20,387	386	
	b	187	184	121	9	1,134	1,038	9	
	c	8	8	8	10	313	313	10	
	d	4	4	1		21	21		
6-c.....	Cigarettes.....	54	53	18	71	3,844	3,802	71	
	a	51	50	18	69	3,734	3,690	69	
	b	3	3		2	110	112	2	
Total—Group X.....		4,528	4,375	2,492	3,582	72,061	68,739	3,563	
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	19	19		8	399	376	8	
	b	8	8		8	352	329	8	
	c	5	5			23	23		
	d	6	6			24	24		
2.....	Gas.....	33	32	1	65	2,410	2,169	64	
	a	14	13	1	28	1,559	1,422	27	
	b	13	13		30	510	526	30	
	c	5	5		4	322	199	4	
	d	1	1		3	19	22	3	
4.....	Electric light and power.....	83	83	1	105	3,126	3,161	105	
	a	45	45	1	91	2,076	2,110	91	
	b	26	26		6	766	762	6	
	c	10	10		8	184	189	8	
	d	2	2			100	100		
5.....	Steam heat and power.....	114	114	1	5	600	603	5	
	a	96	96	1	5	484	487	5	
	b	17	17			110	110		
6.....	Garbage disposal, etc.....	1	1			6	6		
	b	6	6			94	94		
	c	5	5			79	79		
		1	1			15	15		
Total—Group XI.....		255	254	3	183	6,629	6,403	182	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.197

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
803	454	349		779	17		7		12	93	632	66	1
629	280	349		608	16		5		9	63	523	34	
152	152			149	1		2		1	28	91	32	1
7	7			7							7		
15	15			15					2	2	11		
167		167		167							167		
4,650	442	3,124	1,084	4,637	7	2	4		424	3,097	1,114	15	
2,952	184	1,884	884	2,944	6	2			221	2,042	678	11	
1,773	185	988	200	1,368	1		4		86	872	411	4	
208	61	147		208					117	78	13		
117	12	105		117						105	12		
314	158	156		296	1		16	1	136	110	68		
279	143	136		261	1		16	1	116	110	63		
20		20		20					20				
15	15			15							15		
107	52	55		106			1		4	18	60	25	
18	18			18						3	15		
29	34	55		88			1		4	15	45	25	
130	81	49		101	1		28		5	36	89		
128	77	49		97	1		28		6	36	85		
4	4			4							4		
1,354	2,773	7,546	11,035	9,977	88	32	11,191	66	8,641	9,353	3,341	19	10
2,001	2,007	7,225	10,769	9,026	76	29	10,813	67	7,934	9,008	3,040	19	6
1,029	708	321		793	5	2	228	1	686	312	31		4
303	37		266	140	7		148	8	3	30	270		
21	21			18		1	2		18	3			
731	184	753	2,794	1,361	32	3	2,307	28	480	2,552	695	4	
521	174	653	2,794	1,329	32	3	2,232	25	480	2,444	683	4	
110	10	100		32			75	3		108	2		
176	15,117	23,779	26,280	42,531	450	113	21,714	368	11,369	22,484	28,568	2,755	17
368	90	20	258	368					30	298	2	38	
221	43	20	258	321					20	298		3	
23	23			23							2	21	
24	24			24					10			14	
105	95	1,032	978	2,105						25	959	1,121	
393	25	392	978	1,395							672	723	
429	31	465		496						25	262	209	
193	20	175		195							6	189	
19	19			19							19		
658	440	1,100	1,516	3,054	2				988	1,402	341	325	
919	262	626	1,231	2,017	2				606	983	228	203	
769	115	356	285	756					291	310	54	101	
131	55	126		181						109	59	13	
16	8	92		100					92			8	
592	400	198		598					108	59	337	94	
32	344	138		482					108	41	274	59	
119	60	60		110						18	63	29	
6	6			6								6	
21	44	50		94						94			
29	29	60		79						79			
15	15			15						15			
1,069	2,400	2,752	6,219	2					1,126	1,878	1,639	1,578	

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
NEW YORK CITY—Concluded.									
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	46	46	20	7	380	310	7	...
	a	36	36	15	6	293	245	6	...
	b	10	10	5	1	87	65	1	...
b.....	Paint shops.....	19	19	17	3	124	114	3	...
	a	14	14	14	1	61	52	1	...
	b	5	5	3	2	63	62	2	...
Total—Group XII.....		65	65	37	10	504	424	10	...
Total—New York City.....		27,233	26,706	15,250	32,630	668,984	618,245	32,353	...
ROCHESTER.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.....	Cut stone.....	4	4	.....	2	248	112	2	...
2-a.....	Asbestos, graphite, etc.....	2	2	1	3	12	15	3	...
3-a.....	Asphalt.....	2	2	.....	.....	24	13	.....	...
4-b.....	Terra cotta and fire clay products.....	3	3	.....	2	233	220	2	...
5-a.....	Building glass.....	4	4	3	2	37	39	2	...
5-d.....	Bottles and jars.....	1	1	.....	2	167	169	2	...
Total—Group I.....		16	16	4	11	721	568	11	...
II. METALS, MACHINES AND CONVEYANCES.									
1-a.....	Silver and plated ware.....	1	1	.....	3	95	98	3	...
1-c.....	Gold, silver and aluminum leaf.....	1	1	1	.....	14	14	.....	...
1-e.....	Jewelry, gold pens, etc.....	3	3	1	4	18	22	4	...
2-c.....	Brass and bronze castings.....	2	2	.....	9	184	193	9	...
2-d.....	Gas and electric fixtures.....	1	1	.....	.....	3	3	.....	...
2-e.....	Brass and bronze ware not elsewhere specified.....	7	7	1	1	216	213	1	...
2-f.....	Sheet metal work.....	30	30	9	54	1,050	1,094	54	...
2-g.....	Metal goods not elsewhere specified.....	10	10	14	6	87	90	6	...
3-d.....	Bridges and structural iron.....	1	1	.....	.....	6	6	.....	...
3-g.....	Hardware not elsewhere specified.....	7	7	3	9	276	277	9	...
3-h.....	Cutlery.....	4	4	4	.....	23	21	.....	...
3-i.....	Tools and dies.....	14	14	13	6	178	181	6	...
3-n.....	Wire work not elsewhere specified.....	3	3	2	3	48	51	3	...
3-p.....	Car wheels and railway equipment.....	1	1	.....	6	100	106	6	...
3-q.....	Architectural and ornamental iron work.....	2	2	.....	3	34	37	3	...
3-r.....	Cooking and heating apparatus.....	4	4	.....	13	310	319	13	...
3-t.....	Stationary engines, boilers, etc.....	9	9	5	9	189	186	9	...
3-u.....	Machinery not elsewhere specified.....	45	45	19	65	1,812	1,848	65	...
3-v.....	Castings (iron foundry products).....	7	7	.....	7	545	552	7	...
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	6	6	.....	72	804	863	72	...
4-c.....	Dynamos, motors and electrical supplies.....	7	7	1	20	189	209	20	...
5-a.....	Carriages, wagons and sleighs.....	15	15	12	20	759	765	20	...
5-c.....	Cycles.....	2	2	1	.....	6	6	.....	...
5-d.....	Motor vehicles.....	7	7	2	8	56	61	8	...
5-g.....	Railway repair shops.....	5	5	.....	3	266	269	3	...
7.....	Agricultural implements.....	2	2	1	4	50	54	4	...
8-a.....	Professional and scientific instruments.....	5	5	2	16	245	261	16	...
8-b.....	Optical and photographic apparatus.....	11	11	1	194	3,090	3,284	194	...
8-c.....	Lamps, reflectors, stereopticons, etc.....	6	6	.....	21	734	755	21	...
8-e.....	Scales, meters, phonographs, etc.....	3	3	1	8	62	66	8	...
Total—Group II.....		221	221	93	564	11,449	11,904	564	...

dIncludes 6 children under 14, in office.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.203

Continued.

Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
575 121	22	168 121	385	475 60	20 3	4 3	76 55	.....	4	571 121	.....	.....	.....
3,235	396	2,454	385	1,939	69	41	1,145	41	569	2,640	26	.....	.....
75 236 342	.....	75 342	..... 236	45 10 40	..... ..... 2	..... ..... 3	30 223 286	..... 3 11	..... ..... .....	..... 236 257	75 85	.....	.....
653	.....	417	236	95	2	3	539	14	.....	493	160	.....	.....
5,976 825 43 12 32 7 355 204 1,031 33 162	2,314 701 12 12 11 7 257 22 59 33 64	4,320 124 31 21 98 182 397 98	2,342 575	4,174 73 3 2 23 6 38 160 17 90	126 1 1	47 1	4,510 740 37 9 8 7 342 160 858 15 71	119 12 3 7 6 13 1	175 2 3 66	8,229 589 43 10 29 7 202 204 943 9 30	563 236 3 150 22 24 126	9 6	5
11,680	3,492	5,271	2,917	4,586	128	48	6,757	161	246	10,295	1,124	15	5
117 887 83 150 2 26 22 272 456 22 23 30 309 129 19 297	65 24 8 33 2 22 224 55 23 24 19 19 224	52 231 75 117 26 48 431 22 30 285 110 73	632										

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14 yrs and over
ROCHESTER—Continued.									
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	32	32	12	44	1,118	1,050	44	
2-b.....	Packing boxes, crates, etc.....	5	5	1	7	250	257	7	
2-c.....	Cigar and fancy wood boxes.....	2	2	2		11	11		
3.....	Cooperage.....	1	1		1	55	56	1	
4-c.....	Wooden toys and novelties.....	2	2	1	1	13	12	1	
4-e.....	Other articles and appliances of wood.....	15	15	12	7	236	227	7	
5-a.....	Furniture and upholstery.....	23	23	11	33	1,488	1,521	33	
5-b.....	Caskets.....	3	3	2	11	176	187	11	
5-c.....	Store, office and kitchen fixtures.....	5	5	1	89	743	813	89	
5-d.....	Mirror and picture frames.....	8	8	5	8	286	252	8	
5-e.....	Other cabinet work.....	1	1			14	14		
6.....	Pianos, organs, etc.....	5	5	1	3	183	181	3	
7-c.....	Brooms.....	2	2	2		41	41		
7-d.....	Articles of cork.....	1	1		4	29	33	4	
7-e.....	Pipes (tobacco).....	1	1		6	58	64	6	
Total—Group III.....		106	106	50	214	4,701	4,719	214	
IV. LEATHER AND RUBBER GOODS.									
1.....	Leather.....	3	3	2		18	12		
2.....	Furs and fur goods.....	7	7	4	5	87	92	5	
3-a.....	Belting, washers, etc.....	2	2	1	8	20	28	8	
3-b.....	Saddlery and harness.....	8	8	6	1	116	103	1	
3-c.....	Traveling bags and trunks.....	4	4	2	6	159	160	6	
3-d.....	Boots and shoes.....	60	60	20	190	6,344	6,094	190	
3-f.....	Fancy leather goods.....	6	6	2	1	30	31	1	
3-g.....	Canvas and sporting goods.....	4	4	1	7	49	56	7	
4.....	Rubber and gutta percha goods.....	6	6	6	1	25	26	1	
5-b.....	Articles of horn, bone, tortoise shell, etc.....	6	6		54	941	995	54	
5-c.....	Brushes.....	2	2	1		29	29		
5-d.....	Mattresses, pillows, etc.....	4	4		2	36	38	2	
Total—Group IV.....		112	112	45	275	7,854	7,664	275	
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	5	5		12	45	57	12	
1-b.....	Sodas and other alkalies.....	1	1		1	2	3	1	
1-d.....	Other chemicals and drugs.....	5	5	1	14	88	102	14	
2-a.....	Paint, varnish, etc.....	1	1			6	6		
2-b.....	Dyes, colors and inks.....	7	7		36	162	198	36	
3.....	Wood alcohol and essential oils.....	1	1		1	9	5	1	
5.....	Mineral oil products.....	1	1		26	242	268	26	
6.....	Soap, perfumery and cosmetics.....	6	6	1	22	132	146	22	
7-c.....	Glue, mucilage, etc.....	1	1			6	6		
7-e.....	Matches and explosives.....	1	1		1	90	30	1	
Total—Group V.....		29	29	2	113	782	821	113	
VI. PAPER AND PULP.									
2-c.....	Paper mills.....	1	1		2	26	28	2	
VII. PRINTING AND PAPER GOODS.									
1.....	Type and printers' materials.....	1	1	1		5	5		
2-a.....	Paper boxes and tubes.....	17	16	5	28	1,100	925	28	
2-b.....	Paper bags and sacks.....	2	2		6	43	49	6	
2-c.....	Other paper goods.....	7	7	6	1	72	73	1	
3-a.....	Printing and publishing.....	49	49	37	182	1,266	1,432	182	
3-b.....	Bookbinding and blank book making.....	8	8	6	26	272	298	26	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.201

Continued.

Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
1,006	97	909		1,001	4	1			17	829	160		
259	31	219		213	24	3	8	2		9	241		
11	11			6	3		2			11			
55		55		55					55				
11	11			10			1			2	9		
220	65	155		215	4		1		5	169	46		
488	59	848	581	1,410	48	8	21	1		197	1,291		
176	16	160		162	2	1	11			1	175		
724	10	87	627	594	18	6	95	11		724			
244	31	213		211	6	1	26			13	231		
14	14			14						14			
178	42	136		172	6					164	14		
41	4	37		35	3	2	1			37	4		
29		29		12			17			17	12		
58		58		50	2		6				58		
505	391	2,906	1,208	4,160	120	22	189	14	77	2,187	2,241		
12	12			7			4	1		6	6		
87	57	30		41			46			3	84		
20	20			20							20		
102	20	82		71			31		4	29	69		
154	18	136		127	6	2	19			136	18		
704	174	2,186	3,544	3,263	280	92	2,208	61	24	2,528	3,352		
30	30			19		1	10		5	25			
49	28	21		36			13			1	48		
25	25			12	2		11			25			
41	6	246	689	412	25	8	479	17		941			
29	4	25		17		2	10			29			
36	36			21			15			5	31		
40	430	2,726	4,233	4,046	313	105	2,846	79	33	3,728	3,628		
45	45			26	2	1	16		7	30	8		
2	2						2		2				
88	16	72		37			49	2		88			
6	6			2			4			6			
62	41	121		115	1	1	45			70	92		
4	4			4							4		
42			242	241	1					242			
24	19	105		21			103			111	13		
6	6			6							6		
29		29		22			7				29		
08	139	327	242	474	4	2	226	2	9	547	152		
26	26			25	1						1	25	
5	5			5							5		
77	82	815		218	12	8	634	25	107	790			
13	16	27		14			29			29	14		
72	35	37		42		1	29			66	6		
50	210	1,040		966	20	20	235	9	449	801			
72	26	246		159	14	5	87	7	9	262	1		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries-

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. ag.
ROCHESTER—Continued.									
VII. PRINTING AND PAPER GOODS —Concluded.									
3-c.....	Lithographing and engraving.....	7	7	2	32	575	607	32	
5.....	Photography.....	1	1		220	121	341	220	
Total—Group VII.....		92	91	57	495	3,454	3,730	495	
VIII. TEXTILES.									
2-c.....	Woolens and worsteds.....	1	1		1	75	76	1	
4.....	Hosiery and knit goods.....	1	1		5	236	241	5	
5-b.....	Upholstery goods.....	3	3		8	404	350	8	
Total—Group VIII.....		5	5		14	715	667	14	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	394	391	365	213	9,011	9,189	213	
2-a.....	Dressmaking.....	158	157	156	2	831	827	2	
2-b.....	Women's white goods.....	2	2		1	43	44	1	
2-e.....	Corsets, garters, etc.....	5	5	5		12	12		
3.....	Men's hats and caps.....	4	4	6		32	32		
4-a.....	Artificial feathers and flowers.....	2	2	2		7	7		
4-b.....	Millinery.....	58	58	47		355	355		
5-a.....	Curtains, embroideries, etc.....	5	5			204	204		
6-a ¹	Laundries (non-Chinese).....	16	16	8	43	1,031	1,074	43	
6-b.....	Cleaning and dyeing.....	7	6	4	6	33	39	6	
7.....	Clip sorting.....	11	11	9	10	162	172	10	
Total—Group IX.....		662	657	602	275	11,721	11,955	275	
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	10	10	2	18	130	135	18	
1-c.....	Fruits and vegetables (canning, etc.).....	10	9	3	55	1,278	942	55	
1-d.....	Coffee and spice roasting and grinding.....	3	3	3	6	83	89	6	
1-e.....	Groceries not elsewhere specified.....	6	6		57	433	207	57	
2.....	Provisions.....	1	1			3	2		
3.....	Dairy products.....	1	1		1	26	27	1	
4-a.....	Macaroni and other food pastes.....	2	2	3	1	22	23	1	
4-c.....	Bread and other bakery products.....	111	110	80	5	272	277	5	
4-d.....	Confectionery and ice cream.....	14	14	3	23	793	509	23	
5-b.....	Cider, grape juice, etc.....	1	1		2	45	24	2	
5-c.....	Mineral and soda waters.....	2	2		1	29	24	1	
5-d.....	Malt.....	1	1		2	30	32	2	
5-e.....	Malt liquors.....	8	8	1	42	309	351	42	
5-f.....	Vinous and distilled liquors.....	3	3		45	129	174	45	
6-a.....	Tobacco and snuff.....	1	1		1	19	20	1	
6-b.....	Cigars.....	57	57	57		303	297		
Total—Group X.....		231	229	152	259	3,904	3,133	259	
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	1	1			7	7		
2.....	Gas.....	1	1	1		80	80		
4.....	Electric light and power.....	5	5			100	100		
5.....	Steam heat and power.....	1	1			2	2		
Total—Group XI.....		8	8	1		189	189		

II.207

Schenectady-Syracuse.

[illegible]

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
ROCHESTER—Concluded.									
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	2	2	2	.....	7	6	.....	.....
b.....	Paint shops.....	7	7	5	.....	22	22	.....	.....
c.....	Plumbers' shops.....	15	14	4	16	335	349	16	.....
Total—Group XII.....		24	23	11	16	364	377	16	.....
Total—Rochester.....		1,507	1,498	1,017	2,238	45,880	45,755	2,238	.....
SCHENECTADY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	1	1	.....	1	24	25	1	.....
1-b.....	Cut stone.....	3	3	2	2	36	38	2	.....
2-a.....	Asbestos, graphite, etc.....	3	3	.....	8	232	240	8	.....
3-c.....	Plaster (wall and land).....	1	1	3	.....	4	4	.....	.....
4-a.....	Building brick.....	1	1	.....	1	25	26	1	.....
Total—Group I.....		9	9	5	12	321	333	12	.....
II. METALS, MACHINES AND CONVEYANCES.									
2-d.....	Gas and electric fixtures.....	1	1	.....	4	12	16	4	.....
2-f.....	Sheet metal work.....	6	6	1	8	62	70	8	.....
3-a.....	Machinery not elsewhere specified.....	3	3	2	1	12	13	1	.....
4-c.....	Dynamos, motors and electrical supplies.....	2	2	.....	1,682	14,452	16,134	1,682	.....
5-a.....	Carriages, wagons and sleighs.....	4	4	4	.....	20	20	.....	.....
5-d.....	Motor vehicles.....	1	1	1	.....	3	3	.....	.....
5-f.....	Locomotives.....	1	1	.....	212	5,649	5,861	212	.....
5-g.....	Railway repair shops.....	3	3	.....	3	110	113	3	.....
7.....	Agricultural implements.....	1	1	.....	17	151	168	17	.....
Total—Group II.....		22	22	8	1,927	20,471	22,398	1,927	.....
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	4	4	.....	11	104	115	11	.....
5-a.....	Furniture and upholstery.....	2	2	1	.....	7	7	.....	.....
5-e.....	Other cabinet work.....	1	1	.....	.....	5	5	.....	.....
7-c.....	Brooms.....	1	1	.....	1	22	23	1	.....
Total—Group III.....		8	8	1	12	138	150	12	.....
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	1	1	1	.....	2	2	.....	.....
3-b.....	Saddlery and harness.....	2	2	1	1	9	10	1	.....
Total—Group IV.....		3	3	2	1	11	12	1	.....
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1	.....	15	21	36	15	.....
6.....	Soap, perfumery and cosmetics.....	1	1	1	.....	2	2	.....	.....
Total—Group V.....		2	2	1	15	23	38	15	.....
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	1	1	.....	1	16	17	1	.....
2-c.....	Other paper goods.....	1	1	.....	4	46	50	4	.....
3-a.....	Printing and publishing.....	13	13	6	34	185	219	34	.....
3-b.....	Bookbinding and blank-book making.....	1	1	.....	.....	3	3	.....	.....
Total—Group VII.....		16	16	6	39	250	289	39	.....

Continued.

Syracuse.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
205	7	198		204	1					158	47		
8	8			8					8				
115	35	80		104	1	4	6		2	83	30		
233	33	200		191	6	2	34		29	31	173		
27	27			26		1			4	10	13		
295		135	1,160	1,280	8	7				814	481		
112	5	107		112						5	107		
967	28	28	931	833	32	6	116			6	981		
65	2	63		63	1		1				65		
70		70		63	4	3				70			
49	49			34	3	1	11			20	29		
64		64		60	2	1	1			1	63		
13	13			13							13		
179	27	152		176	3				37	25	117		
1 665	6	53	1,606	1,529	97	1	38				1,665		
370	93	77	200	369	1					209	161		
901	109	592	200	901						283	618		
407		405	402	770	26	11				317	490		
14	14			14						14			
154	17	141		147		11				23	135		
341	41		300	331	2		8			41	300		
30		30		30							30		
1 492	32		1,460	1,475	17						1,492		
83	17	66		83							83		
200			200	200							200		
212			212	150	15	8	39			8		204	
214		214		210	1		3			104	110		
151		151		108	2	3	31	7		10	141		
10,009	580	2,848	6,671	9,519	223	60	290	7	80	2,268	7,547	204	
271	62	209		268	1		2		17	86	168		
15	15			12	1	2					15	1	
19	19			7	2	1	9			1	18		
19	19			19						19			
19	19			19						3	16		
399	37	362		378	6	2	13		3	151	245		
92		92		81		1	10			11	81		
4	4			4							4		
70	12	58		63	2	2	3			5	65		
26		26		25			1				26		
6	6			6							6		
62	18	44		35	5		22			44	18		
1,002	211	791		917	17	8	60		20	320	662	1	
3	3			3							3		
12	12			12							12		
3	3			3							3		
733	6	328	399	391	40	16	278	8		382	351		
36	16	20		14	1		21			9	27		
3	3			1			2				3		
21	21			14			7			3	18		
511	64	348	399	438	41	16	308	8		394	417		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and over
SCHENECTADY—Concluded.									
VIII. TEXTILES.									
3.....	Cotton goods.....	1	1	.....	1	25	26	1	..
4.....	Hosiery and knit goods.....	1	1	.....	2	187	189	2	..
Total—Group VIII.....		2	2	.....	3	212	215	3	..
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	27	27	15	.....	68	68	.....	..
1-b.....	Shirts, collars and cuffs.....	1	1	.....	1	7	8	1	..
2-a.....	Dressmaking.....	4	4	.....	1	40	41	1	..
2-b.....	Women's white goods.....	1	1	.....	3	178	181	3	..
4-b.....	Millinery.....	10	10	4	.....	73	73	.....	..
5-c.....	Umbrellas and parasols.....	1	1	.....	.....	3	3	.....	..
6-a ¹	Laundries (non-Chinese).....	6	6	3	3	75	78	3	..
6-a ²	Chinese laundries.....	16	16	14	.....	38	38	.....	..
6-b.....	Cleaning and dyeing.....	3	3	.....	.....	16	16	.....	..
7.....	Clip sorting.....	1	1	.....	.....	4	4	.....	..
Total—Group IX.....		70	70	36	8	502	510	8	..
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	2	2	2	.....	11	11	.....	..
4-c.....	Bread and other bakery products.....	37	37	27	.....	122	122	.....	..
4-d.....	Confectionery and ice cream.....	4	4	2	1	19	20	1	..
5-c.....	Mineral and soda waters.....	2	2	.....	.....	6	6	.....	..
5-e.....	Malt liquors.....	1	1	.....	.....	2	2	.....	..
5-g.....	Miscellaneous bottling.....	5	5	1	2	30	32	2	..
6-b.....	Cigars.....	19	19	16	1	84	85	1	..
Total—Group X.....		70	70	48	4	274	278	4	..
XI. WATER, LIGHT AND POWER.									
2.....	Gas.....	1	1	.....	1	26	27	1	..
4.....	Electric light and power.....	1	1	.....	1	6	7	1	..
Total—Group XI.....		2	2	.....	2	32	34	2	..
Total—Schenectady.....		204	204	107	2,023	22,234	24,257	2,023	..
SYRACUSE.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.....	Cut stone.....	1	1	1	.....	8	8	.....	..
2-a.....	Asbestos, graphite, etc.....	2	2	2	3	16	19	3	..
3-a.....	Asphalt.....	1	1	.....	.....	11	11	.....	..
3-c.....	Plaster (wall and land).....	3	3	.....	.....	101	101	.....	..
3-e.....	Artificial stone.....	3	3	2	1	34	17	1	..
3-f.....	Plaster casts and ornaments.....	2	2	2	1	23	24	1	..
4-a.....	Building brick.....	1	1	.....	1	73	74	1	..
4-c.....	Pottery products.....	3	3	2	14	540	529	14	..
Total —Group I.....		16	16	9	20	806	783	20	..
II. METALS, MACHINES AND CONVEYANCES.									
1-a.....	Silver and plated ware.....	1	1	1	2	22	24	2	..
1-e.....	Jewelry, gold pens, etc.....	2	2	1	.....	9	9	.....	..
2-a.....	Smelting and refining.....	1	1	3	1	5	6	1	..
2-b.....	Copper work.....	1	1	1	3	3

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.2

Continued.

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NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Ch dre und 14) (u sho exc as not
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
15 247 89 3 34 8 32 14	15 11 3 29 8 9 14	58 305 23	247	5 87 63 3 210 8 22 14	10 3 9	4 20	10 134 3 73 8	12 12 22 2	15 247 7 78 23	62 261 8 9			
722	89	386	247	412	22	24	228	36	17	365	340		
130 5 464 107 61 155	7 5 190 22 61	123 274 85 155		33 5 321 44 57 70	3 22 1 4 42	1 13	74 107 60 28	19 1 2 4	48 256 107 61 155	82 5			
922	285	637		530	72	25	269	26	208	627	87		
34 461	12	22 461		23 70		2	11 349			34 428			
495	12	483		93	9	2	360	81	33	462			
1,584 148 10 631 7 14 254 21 28	345 10 70 7 14 67 21	930 148 351 6 4 187 28	309 210	543 6 3 53 6 4 47 19 18	12 1 2 1 1	8 1 2 4	964 140 5 565 1 10 206 2 10	57 1 8	3 1 10 8 10 34 2 10	18 147 171 7 6 210 19 18			
2,697	534	1,644	519	699	14	15	1,903	66	31	2,083	583		
50 280 9 105 11 39 120 165 165 21 7 35 219 10 396	22 14 9 18 11 4 138 54 7 6 40 10 66	28 266 87 35 120 27 111 21 29 179 48		37 159 3 91 11 16 77 150 66 21 6 35 219 3 306		2 7	12 106 6 12 18 39 11 85	1 6 2 2 2 8	12 69 15 3 2 2 45	10 211 5 85 11 36 118 163 120 21 7 6	28 5 5		
1,632	399	951	282	1,200	16	20	371	25	513	303	783	33	

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
SYRACUSE—Continued.									
II. METALS, MACHINES AND CONVEYANCES —Concluded.									
2-c....	Brass and bronze castings.....	5	5	9	8	205	213	8	
2-d....	Gas and electric fixtures.....	1	1		1	8	9	1	
2-e....	Brass and bronze ware not elsewhere spec- ified.....	4	4	4	7	115	122	7	
2-f....	Sheet metal work.....	8	8	8	17	538	250	17	
2-g....	Metal goods not elsewhere specified.....	6	5	5	3	27	30	3	
3-c....	Rolling mills and steel works.....	3	3	2	49	1,323	1,344	49	
3-d....	Bridges and structural iron.....	3	3	3	13	116	125	13	
3-g....	Hardware not elsewhere specified.....	5	5	4	37	995	1,024	37	
3-i....	Tools and dies.....	2	2	3	4	65	69	4	
3-k....	Firearms.....	1	1	2	4	70	74	4	
3-n....	Wire work not elsewhere specified.....	4	4	3	3	49	52	3	
3-p....	Car wheels and railway equipment.....	1	1		8	64	72	8	
3-q....	Architectural and ornamental iron work..	1	1			20	13		
3-r....	Cooking and heating apparatus.....	8	8	2	26	327	205	26	
3-s....	Typewriting and registering machines....	5	5	3	79	1,805	1,743	78	
3-t....	Stationary engines, boilers, etc.....	14	14	19	17	370	387	17	
3-u....	Machinery not elsewhere specified.....	28	26	30	59	901	960	59	
3-v....	Castings (iron foundry products).....	7	7	8	21	822	828	21	
4-a....	Telegraph, telephone and fire alarm appa- ratus.....	1	1			14	14		
4-c....	Dynamos, motors and electrical supplies..	4	4	3	46	163	204	46	
5-a....	Carriages, wagons and sleighs.....	5	5	6	5	341	346	5	
5-b....	Blacksmithing and wheelwrighting.....	1	1	1		30	30		
5-d....	Motor vehicles.....	5	5	3	121	1,492	1,613	121	
5-g....	Railway repair shops.....	2	2		2	83	85	2	
7....	Agricultural implements.....	1	1		15	200	215	15	
8-c....	Lamps, reflectors, stereopticons, etc.....	1	1		4	214	216	4	
8-d....	Clocks and time recorders.....	4	4	4	25	223	239	25	
8-e....	Scales, meters, phonographs, etc.....	2	2	2	11	151	162	11	
Total—Group II.....		137	134	130	588	10,770	10,686	587	
III. WOOD MANUFACTURES									
2-a....	House trim.....	18	18	20	10	275	281	10	
2-b....	Packing boxes, crates, etc.....	2	2	4	1	16	16	1	
2-c....	Cigar and fancy wood boxes.....	1	1	1		19	19		
3....	Cooperage.....	4	4	2		19	19		
4-e....	Other articles and appliances of wood....	4	4	6	2	19	21	2	
5-a....	Furniture and upholstery.....	9	9	9	16	399	415	16	
5-b....	Caskets.....	1	1		6	92	98	6	
5-c....	Store, office and kitchen fixtures.....	1	1	1		4	4		
5-d....	Mirror and picture frames.....	3	3	6	4	70	74	4	
5-e....	Other cabinet work.....	1	1		2	26	28	2	
6....	Pianos, organs, etc.....	1	1			6	6		
7-c....	Brooms.....	2	2	2	2	62	64	2	
Total—Group III.....		47	47	51	43	1,007	1,045	43	
IV. LEATHER AND RUBBER GOODS.									
1....	Leather.....	1	1			3	3		
3-a....	Belting, washers, etc.....	2	2	2		12	12		
3-b....	Saddlery and harness.....	1	1	2	1	11	4	1	
3-d....	Boots and shoes.....	5	5	5	27	733	760	27	
3-e....	Gloves and mittens.....	3	3	3		36	36		
3-g....	Canvas and sporting goods.....	1	1	1		3	3		
4....	Rubber and gutta percha goods.....	2	2	3	2	29	23	2	
1 Total—Group IV.....		15	15	16	30	827	841	30	

Continued.

Syracuse.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
205	7	198		204	1					158	47		
8	8			8					8				
115	35	80		104	1	4	6		2	83	30		
233	33	200		191	6	2	34		29	31	173		
27	27			26		1			4	10	13		
225		135	1,160	1,280	8	7				814	481		
112	5	107		112						5	107		
247	28	28	931	833	32	6	116			6	981		
65	2	63		63	1		1				65		
70		70		63	4	3				70			
49	49			34	3	1	11			20	29		
64		64		60	2	1	1			1	63		
13	13			13							13		
179	27	152		176	3				37	25	117		
665	6	53	1,606	1,529	97	1	38				1,665		
370	93	77	200	369	1					209	161		
901	109	592	200	901						283	618		
407		405	402	770	26	11				317	490		
14	14			14						14			
158	17	141		147		11				23	135		
341	41		300	331	2		8			41	300		
30		30		30							30		
492	32		1,460	1,475	17						1,492		
83	17	66		83							83		
200			200	200							200		
212			212	150	15	8	39			8		204	
214		214		210	1		3			104	110		
151		151		108	2	3	31	7		10	141		
009	580	2,848	6,671	9,519	223	60	290	7	80	2,268	7,547	204	
271	62	209		268	1		2		17	86	168		
15	15			12	1	2					15	1	
19	19			7	2	1	9			1	18		
19	19			19						19			
19	19			19						3	16		
390	37	362		378	6	2	13		3	151	245		
92		92		81		1	10			11	81		
4	4			4							4		
70	12	58		63	2	2	3			5	65		
26		26		25			1				26		
6	6			6							6		
62	18	44		35	5		22			44	18		
002	211	791		917	17	8	60		20	320	662	1	
3	3			3							3		
12	12			12							12		
3	3			3							3		
33	6	328	399	391	40	16	278	8		382	351		
34	16	20		14	1		21			9	27		
3	3			1			2				3		
21	21			14			7			3	18		
11	64	348	399	438	41	16	308	8		394	417		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
SYRACUSE—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1	.....	9	15	24	9	.....
1-b.....	Sodas and other alkalies.....	1	1	.....	6	247	253	6	.....
1-d.....	Other chemicals and drugs.....	4	4	2	10	69	79	10	.....
2-b.....	Dyes, colors and inks.....	1	1	.....	2	3	5	2	.....
4.....	Animal oil products.....	6	6	2	16	363	350	16	.....
5.....	Mineral oil products.....	1	1	.....	.....	8	8	.....	.....
6.....	Soap, perfumery and cosmetics.....	2	2	1	1	32	33	1	.....
7-d.....	Fertilizers.....	1	1	.....	1	14	15	1	.....
Total—Group V.....		17	17	5	45	751	767	45	.....
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	4	4	3	2	130	132	2	.....
2-c.....	Other paper goods.....	1	1	1	.....	5	5	.....	.....
3-a.....	Printing and publishing.....	30	28	25	126	489	588	124	.....
3-b.....	Bookbinding and blank book making.....	5	5	5	8	111	115	8	.....
3-c.....	Lithographing and engraving.....	4	4	8	5	61	66	5	.....
4.....	Wall paper.....	1	1	.....	13	155	168	13	.....
Total—Group VII.....		45	43	42	154	951	1,074	152	.....
VIII. TEXTILES.									
2-a.....	Carpets and rugs.....	2	2	3	1	34	35	1	.....
4.....	Hosiery and knit goods.....	4	3	2	9	491	470	9	.....
Total—Group VIII.....		6	5	5	10	525	505	10	.....
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	64	63	61	41	1,614	1,625	41	.....
1-b.....	Shirts, collars and cuffs.....	2	2	1	1	148	149	1	.....
1-d.....	Suspenders and other furnishing goods.....	1	1	.....	.....	10	10	.....	.....
2-a.....	Dressmaking.....	16	16	9	12	707	643	12	.....
3.....	Men's hats and caps.....	1	1	2	.....	7	7	.....	.....
5-a.....	Curtains, embroideries, etc.....	2	2	1	1	24	15	1	.....
6-a'.....	Laundries (non-Chinese).....	13	12	14	20	254	274	20	.....
6-b.....	Cleaning and dyeing.....	5	5	6	1	21	22	1	.....
7.....	Clip sorting.....	1	1	1	2	28	30	2	.....
Total—Group IX.....		105	103	95	78	2,813	2,775	78	.....
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	4	4	1	9	50	59	9	.....
1-c.....	Fruits and vegetables (canning and pre- serving).....	5	5	2	26	370	306	26	.....
1-d.....	Coffee and spice roasting and grinding.....	2	2	.....	.....	9	9	.....	.....
1-e.....	Groceries not elsewhere specified.....	5	5	.....	24	193	129	24	.....
2.....	Provisions.....	1	1	2	2	11	13	2	.....
4-a.....	Macaroni and other food pastes.....	2	2	2	1	39	40	1	.....
4-b.....	Crackers and biscuits.....	1	1	.....	37	120	157	37	.....
4-c.....	Bread and other bakery products.....	65	63	55	6	167	171	6	.....
4-d.....	Confectionery and ice cream.....	12	12	13	16	165	181	16	.....
5-b.....	Cider, grape juice, etc.....	1	1	3	1	21	22	1	.....
5-c.....	Mineral and soda waters.....	1	1	3	1	9	8	1	.....
5-d.....	Malt.....	2	2	1	2	35	37	2	.....
5-e.....	Malt liquors.....	8	8	6	35	223	254	35	.....
6-a.....	Tobacco and snuff.....	1	1	.....	1	10	11	1	.....
6-b.....	Cigars.....	16	15	20	6	414	402	6	.....
Total—Group X.....		126	123	108	167	1,836	1,799	167	.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.211

Continued.

Syracuse.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
15	15			5			10			15			
247			247	87	10	4	134	12		247			
69	11	58		63	3		3			7	62		
3	3			3					3				
334	29	306		210	9	20	73	22		73	261		
8	8			8							8		
32	9	23		22			8	2		23	9		
14	14			14					14				
722	89	386	247	412	22	24	228	36	17	365	340		
130	7	123		33	3	1	74	19		48	82		
5	5			5							5		
464	190	274		321	22	13	107	1	208	256			
107	22	85		44	1		60	2		107			
61	61			57	4					61			
155		155		70	42	11	28	4		155			
922	285	637		530	72	25	269	26	208	627	87		
34	12	22		23			11				34		
461		461		70	9	2	349	31		33	428		
495	12	483		93	9	2	360	31		33	462		
584	345	930	309	543	12	8	964	57	3	1,563	18		
148		148		6		1	140	1		1	147		
10	10			3		2	5		10				
631	70	351	210	53	1	4	565	8		460	171		
7	7			6			1			7			
14	14			4			10		8	6			
254	67	187		47	1		206		10	34	210		
21	21			19			2			2	19		
28		28		18			10			10	18		
697	534	1,644	519	699	14	15	1,903	66	31	2,083	583		
50	22	28		37			12	1	12	10	28		
290	14	266		159	2	7	106	6		69	211		
9	9			3			6		4		5		
105	18	87		91			12	2		15	85	5	
11	11			11							11		
39	4	35		16	2	1	18	2		3	36		
120		120		77	2	2	39			2	118		
165	138	27		150	4		11			2	163		
165	54	111		66	2	4	85	8		45	120		
21		21		21							21		
7	7			6	1						7		
35	6	29		35						29	6		
219	40	179		219					119	100			
10	10			3		2	2	3		10			
396	66	48	282	306	3	4	80	3	378	18			
632	399	951	282	1,200	16	20	371	25	513	303	783	33	

Table XII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. o age.
SYRACUSE—Concluded.									
XI. WATER, LIGHT AND POWER.									
2.....	Gas.....	2	2	.....	1	103	104	1	.....
4.....	Electric light and power.....	2	2	.....	3	133	136	3	.....
5.....	Steam heat and power.....	1	1	.....	.....	4	4	.....	.....
Total—Group XI.....		5	5	.....	4	240	244	4	.....
Total—Syracuse.....		519	508	461	1,139	20,526	20,519	1,136	.....
TROY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.....	Cut stone.....	5	5	5	.....	39	31	.....	.....
3-c.....	Plaster (wall and land).....	1	1	.....	2	8	10	2	.....
4-a.....	Building brick.....	3	3	.....	1	129	122	1	.....
4-b.....	Terra cotta and fire clay products.....	2	2	.....	10	110	110	10	.....
Total—Group I.....		11	11	5	13	286	273	13	.....
II. METALS, MACHINES AND CONVEYANCES.									
2-b.....	Copper work.....	1	1	1	.....	3	2	.....	.....
2-c.....	Brass and bronze castings.....	2	2	.....	3	32	35	3	.....
2-e.....	Brass and bronze ware not elsewhere spec- ified.....	1	1	.....	4	26	30	4	.....
2-f.....	Sheet metal work.....	6	6	.....	5	71	71	5	.....
2-g.....	Metal goods not elsewhere specified.....	2	2	.....	1	14	14	1	.....
3-c.....	Rolling mills and steel works.....	3	3	1	12	1,432	1,444	12	.....
3-d.....	Bridges and structural iron.....	1	1	.....	6	90	96	6	.....
3-g.....	Hardware not elsewhere specified.....	3	3	.....	4	81	85	4	.....
3-i.....	Tools and dies.....	1	1	.....	.....	18	18	.....	.....
3-n.....	Wire work not elsewhere specified.....	1	1	1	.....	6	4	.....	.....
3-p.....	Car wheels and railway equipment.....	2	2	.....	11	395	406	11	.....
3-r.....	Cooking and heating apparatus.....	3	3	.....	16	379	395	16	.....
3-t.....	Stationary engines, boilers, etc.....	3	3	.....	4	62	56	4	.....
3-u.....	Machinery not elsewhere specified.....	13	13	7	18	207	216	18	.....
3-v.....	Castings (iron foundry products).....	5	5	1	16	797	813	16	.....
4-c.....	Dynamos, motors and electrical supplies.....	1	1	.....	22	36	58	22	.....
5-a.....	Carriages, wagons and sleighs.....	12	12	9	5	73	65	5	.....
5-b.....	Blacksmithing and wheelwrighting.....	1	1	.....	.....	2	2	.....	.....
5-c.....	Cycles.....	2	2	2	.....	6	2	.....	.....
5-g.....	Railway repair shops.....	2	2	.....	4	35	39	4	.....
8-a.....	Professional and scientific instruments.....	3	3	.....	13	244	257	13	.....
8-e.....	Scales, meters, phonographs, etc.....	2	2	1	1	18	12	1	.....
Total—Group II.....		70	70	23	145	4,027	4,120	145	.....
III. WOOD MANUFACTURES.									
1.....	Saw mill products.....	1	1	.....	.....	4	4	.....	.....
2-a.....	House trim.....	4	4	.....	2	57	59	2	.....
3.....	Cooperage.....	2	2	1	.....	25	25	.....	.....
4-e.....	Other articles and appliances of wood.....	5	5	4	1	52	38	1	.....
5-a.....	Furniture and upholstery.....	10	10	9	.....	31	27	.....	.....
5-e.....	Other cabinet work.....	1	1	1	.....	14	12	.....	.....
Total—Group III.....		23	23	15	3	183	165	3	.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

11.217

Continued.

Troy-Utica.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
16 205 332	16 87 77	118 255		16 205 288	20	17	7		13 332	160	16 32		
749	376	373		680	23	20	26		348	196	198	7	
5 10 33 3	5 10 7 3	26		5 10 33 3					5	26	10 5 3	2	
51	25	26		51					5	26	18	2	
45 3 56	45 3 56			45 3 56					45 3 43	4	9		
104	104			104					91	4	9		
1,973	1,648	5,091	15,234	10,094	296	110	11,374	99	1,089	9,952	10,830	102	
30 18 16 12 75	30 18 16 12	75		30 18 16 12 75						8	22 18 16 12 75		
151	76	75		151						8	143		
5 3 70	5 3	70		5 3 66		1	3		5	3 1	69		
58 46 11 112 2	33 20 11	25 26		58 42 11	2		2				58 46 11		
112 2 664 86 191 444 6	112 2	112		100 2	5	1	6			1	111 2		
664 86 191 444 6	2	358	306	654	8	2				2	662		
86 191 444 6	6 56	80 135		86 190 438		1				80 1	6 190		
112 10 83 127 6	6 26 10	86	444	6 111 10 83 127 6	6		1		6 6	17	444 89 10 83 127 6		
2,036	184	1,102	750	1,998	21	5	12		17	105	1,914		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries.

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age
TROY—Continued.									
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	2	2	1		20	17		
3-a.....	Belting, washers, etc.....	2	2		2	7	8	2	
3-b.....	Saddlery and harness.....	2	2	1	4	26	22	4	
3-d.....	Boots and shoes.....	1	1	1		3	3		
3-e.....	Gloves and mittens.....	1	1	2		8	8		
3-g.....	Canvas and sporting goods.....	2	2	2		18	17		
4.....	Rubber and gutta percha goods.....	2	2	1		3	3		
5-c.....	Brushes.....	12	12	7	11	554	564	11	
Total—Group IV.....		24	24	15	17	639	642	17	
V. CHEMICALS, OILS, PAINTS, ETC.									
2-a.....	Paint, varnish, etc.....	2	2		12	41	53	12	
4.....	Animal oil products.....	2	2		2	6	8	2	
6.....	Soap, perfumery and cosmetics.....	1	1			5	5		
7-c.....	Glue, mucilage, etc.....	2	2			30	30		
Total—Group V.....		7	7		14	82	96	14	
VI. PAPER AND PULP.									
2-c.....	Paper mills.....	3	3		5	132	137	5	
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	8	8		8	472	477	8	
3-a.....	Printing and publishing.....	21	21	14	57	381	433	57	
3-b.....	Bookbinding and blank book making.....	1	1		1	15	14	1	
3-c.....	Lithographing and engraving.....	2	2		2	15	17	2	
3-d.....	Games and novelties.....	1	1			8	5		
Total—Group VII.....		33	33	14	68	891	946	68	
VIII. TEXTILES.									
2-a.....	Carpets and rugs.....	1	1			2	2		
4.....	Hosiery and knit goods.....	5	5		12	1,136	1,127	12	
7.....	Oil cloth, window shades, etc.....	1	1		1	29	30	1	
Total—Group VIII.....		7	7		13	1,167	1,159	13	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	42	42	36		132	128		
1-b.....	Shirts, collars and cuffs.....	35	35	4	201	12,273	12,409	200	
2-a.....	Dressmaking.....	14	14	9	3	285	287	3	
2-d.....	Ladies' neckwear, etc.....	1	1			10	10		
3.....	Men's hats and caps.....	2	2	2		8	8		
4-b.....	Millinery.....	24	24	9		153	130		
6-a ¹	Laundries (non-Chinese).....	11	11	2	9	952	932	9	
6-a ²	Chinese laundries.....	8	8	6		10	10		
6-b.....	Cleaning and dyeing.....	7	7	7		23	16		
7.....	Clip sorting.....	5	5	2	8	96	99	8	
Total—Group IX.....		149	149	77	221	13,942	14,029	220	
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	2	2		4	18	22	4	
1-c.....	Fruits and vegetables (canning, etc.).....	1	1		1	4	5	1	
3.....	Dairy products.....	1	1		1	4	5	1	
4-c.....	Bread and other bakery products.....	38	38	19		130	128		
4-d.....	Confectionery and ice cream.....	13	13	6		57	42		

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.215

Continued.

Troy.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
17	17			4			13		7		10		
6	6			6							6		
18	18			18							18		
3	3			3							3		
8	8			1			7		8				
17	17			12			5				17		
3	3			2		1					3		
553	30	523		509	21	2	21		7	133	413		
625	102	523		555	21	3	46		22	133	470		
41	1	40		41						1	40		
6	6			6							6		
5	5			5							5		
30	10	20		30							30		
82	22	60		82						1	81		
132	17	115		117			15			8	44	80	
469		469		202	23	20	219	5		232	237		
376	101	275		351	12	2	10	1	177	163	36		
13	13			6	3		4			13			
15	15			15					9	6			
5	5			5							5		
878	134	744		579	38	22	233	6	186	414	278		
2	2						2			2			
1,115		168	947	349	31	9	711	15		24	1,091		
29		29		29						29			
1,146	2	197	947	378	31	9	713	15		55	1,091		
128	128			110	1	1	16			12	116		
2,209	39	1,164	11,006	2,838	164	55	9,093	59	1	7,255	4,953		
264	87	197		46			237	1		137	147		
10	10			2			8			10			
8	8			4			4		8				
130	130						130			54	76		
923	25	479	419	111	1		793	18	176	614	133		
10	10			10							10		
16	16			14			2		6		10		
91	15	76		45			46		2		89		
3,809	468	1,916	11,425	3,180	166	56	10,329	78	193	8,082	5,534		
18	18			16			2				11	7	
4	4			4							4		
4	4			4						4			
128	128			119	3	3	3		9		119		
42	42			28			14		3	23	16		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yr. of age.
	TROY—Concluded.								
	X. FOOD, LIQUORS AND TOBACCO								
	—Concluded.								
5-c....	Mineral and soda waters.....	4	4	2	1	17	17	1	
5-e....	Malt liquors.....	14	14	1	29	210	234	29	
6-b....	Cigars.....	23	23	16	3	334	335	3	
	Total—Group X.....	96	96	44	39	774	788	39	
	XI. WATER, LIGHT AND POWER.								
1.....	Water.....	1	1			27	5		
2.....	Gas.....	1	1		1	10	11	1	
4.....	Electric light and power.....	3	3		5	33	38	5	
5.....	Steam heat and power.....	2	2			3	3		
	Total—Group XI.....	7	7		6	73	57	6	
	XII. BUILDING INDUSTRY.								
a.....	Carpenters' shops.....	9	9	5		59	45		
b.....	Paint shops.....	1	1	1		3	3		
c.....	Plumbers' shops.....	11	11	7	4	60	60	4	
	Total—Group XII.....	21	21	13	4	122	108	4	
	Total—Troy.....	451	451	206	548	22,318	22,520	547	
	UTICA.								
	I. STONE, CLAY AND GLASS PRODUCTS.								
1-b....	Cut stone.....	4	4	2		30	30		
3-a....	Asphalt.....	1	1			18	18		
3-c....	Plaster (wall and land).....	1	1			16	16		
3-e....	Artificial stone.....	1	1			12	12		
4-a....	Building brick.....	1	1			150	75		
	Total—Group I.....	8	8	2		226	151		
	II. METALS, MACHINES AND CONVEYANCES.								
2-a....	Smelting and refining.....	1	1			5	5		
2-c....	Brass and bronze castings.....	1	1	1		3	3		
2-d....	Gas and electric fixtures.....	1	1		1	70	71	1	
2-e....	Brass and bronze ware not elsewhere specified.....	4	4			58	58		
2-g....	Metal goods not elsewhere specified.....	3	3	1	9	46	55	9	
3-g....	Hardware not elsewhere specified.....	1	1		6	11	17	6	
3-m....	Metal beds and bed springs.....	2	2		1	112	113	1	
3-q....	Architectural and ornamental iron work...	1	1	1		2	2		
3-r....	Cooking and heating apparatus.....	5	5		16	786	702	38	
3-t....	Stationary engines, boilers, etc.....	2	2	2		86	86		
3-u....	Machinery not elsewhere specified.....	11	11	6	7	191	198	7	
3-v....	Castings (iron foundry products).....	2	1		6	444	450	6	
4-c....	Dynamos, motors and electrical supplies..	1	1		1	6	7	1	
5-a....	Carriages, wagons and sleighs.....	5	5	4		128	112		
5-d....	Motor vehicles.....	2	2	1	3	10	13	3	
5-g....	Railway repair shops.....	1	1			83	83		
7.....	Agricultural implements.....	2	2			142	127		
8 e....	Scales, meters, phonographs, etc.....	1	1			6	6		
	Total—Group II.....	46	45	16	50	2,189	2,108	72	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.221

Continued.

Utica-Yonkers.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
4	4			4							4		
142	30	112		142					82		60		
139	95	44		124	4	7	4		137		2		2
492	259	233		404	7	21	60		219	33	240		2
35		35		35								35	
75	10	65		75							10	65	
110	10	100		110							10	100	
2	2			2							2		
2,636	915	3,495	8,226	6,970	202	172	5,068	224	304	1,103	11,129	100	2
4	4			4					4				
9	9			9					9				
3	3			3						3			
4	4			4					4				
3	3			2	1					3			
950	16	113	821	905	10		35			950			
23		23		23						23			
3	3			3					3				
823	4	174	645	727	8		88		8	823			
8	8			8									
5	5			5							5		
32		32		32								32	
1,863	55	342	1,466	1,721	19		123		24	1,802	5	32	
104	82	22		102	1	1			92	12			
104		104		88	16						104		1
1	1			1						1			
10	10			10							10		
6	6			5	1						6		
225	99	126		206	18	1			92	13	120		1
35		35		14	1		20				35		
439	13		426	243	11	5	179	1	6	433			
6	6			6							6		
480	19	35	426	263	12	5	199	1	6	433	41		

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-1 yrs. age.
UTICA—Continued.									
III. WOOD MANUFACTURES.									
2-a....	House trim.....	4	4		4	142	142	4	
2-b....	Packing boxes, crates, etc.....	1	1	1		3	3		
2-c....	Cigar and fancy wood boxes.....	1	1	1		2	2		
4-e....	Miscellaneous articles of wood.....	2	1		1	52	41	1	
5-a....	Furniture and upholstery.....	2	2		1	28	29	1	
5-b....	Caskets.....	1	1			45	45		
6.....	Pianos, organs, etc.....	3	3	2	1	80	76	1	
Total—Group III.....		14	13	4	7	352	338	7	
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	1	1			8	8		
3-a....	Belting, washers, etc.....	1	1			6	6		
3-c....	Traveling bags and trunks.....	1	1			33	33		
3-e....	Gloves and mittens.....	1	1			2	2		
3-f....	Fancy leather goods.....	1	1		4	51	55	4	
3-g....	Canvas and sporting goods.....	1	1			9	2		
5-c....	Brushes.....	1	1			53	53		
Total—Group IV.....		7	7		4	162	159	4	
V. CHEMICALS, OILS, PAINTS, ETC.									
7-c....	Glue, mucilage, etc.....	1	1		1	8	9	1	
VII. PRINTING AND PAPER GOODS.									
2-a....	Paper boxes and tubes.....	2	2			71	65		
3-a....	Printing and publishing.....	15	15	14	75	115	188	75	
3-c....	Lithographing and engraving.....	1	1	1		4	4		
Total—Group VII.....		18	18	15	75	190	257	75	
VIII. TEXTILES									
2-c....	Woolens and worsteds.....	1	1		12	782	794	12	
3.....	Cotton goods.....	6	6		14	2,630	2,615	16	
4.....	Hosiery and knit goods.....	16	15		50	4,096	4,132	55	
5-a....	Dyeing, finishing, etc.....	2	2			23	23		
Total—Group VIII.....		25	24		76	7,531	7,564	83	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a....	Tailoring.....	26	26	13	10	1,483	1,465	17	
1 b....	Shirts, collars and cuffs.....	1	1			15	11		
2-a....	Dressmaking.....	2	2			11	11		
3.....	Men's hats and caps.....	2	2	2		9	9		
6-a'....	Laundries (non-Chinese).....	8	7	4	2	108	110	2	
6-b....	Cleaning and dyeing.....	3	3		3	57	60	3	
7.....	Clip sorting.....	5	4	1		49	44		
Total—Group IX.....		47	45	20	15	1,732	1,710	22	
X. FOOD, LIQUORS AND TOBACCO.									
1-a....	Flour and other cereal products.....	1	1			3	3		
1-c....	Fruits and vegetables (canning and pre- serving).....	2	2			30	30		
2.....	Provisions.....	3	3		2	23	25	2	
3.....	Dairy products.....	1	1	1		2	2		
4-a....	Macaroni and other food pastes.....	1	1			55	55		
4-c....	Bread and other bakery products.....	25	25	17	5	74	79	5	
4-d....	Confectionery and ice cream.....	4	4	3	2	21	22	2	

Concluded.

Yonkers.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
22		22		12			10			22			
65		65		24	2		39			65			
87		87		36	2		49			87			
98	45	53		82	6	1	9		98				
5	5			4	1				5				
103	50	53		86	7	1	9		103				
2,997	2		2,995	1,300	76		1,621			2,995	2		
55	6	49		4			50	1		55			
3,052	8	49	2,995	1,304	76		1,671	1		3,050	2		
5	5			5								5	
14	14			1			11	2	14				
176	3	287	1,886	1,534	101	25	502	14	236	1,940			
140	12	128		25	2		111	2	112	22	6		
33	33			33							33		
8	8			8							8		
2,376	75	415	1,886	1,606	103	25	624	18	362	1,962	47	5	
1,226			1,226	1,220	6						4	1,222	
90	90			87	3						90		
3	3			3								3	
10	10			10								10	
24	24			23	1						24		
26	26			25	1					17	9		
16	16			14	1		1		8	8			
2,305	169		1,226	1,382	12		1		8	25	127	1,235	
61		61		60		1					1	60	
9,646	479	1,168	7,999	6,668	249	33	2,676	20	599	7,372	343	1,332	1

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14- yrs. and over
UTICA—Concluded.									
X. FOOD, LIQUORS AND TOBACCO —Concluded.									
5-c.....	Mineral and soda waters.....	2	2	3	.....	4	4	.....	2
5-e.....	Malt liquors.....	4	4	.....	2	142	144	.....	1
6-b.....	Cigars.....	16	16	12	1	141	140	.....	1
Total—Group X.....		59	59	36	12	495	504	.....	12
XI. WATER, LIGHT AND POWER.									
2.....	Gas.....	1	1	.....	.....	35	35	.....	.....
4.....	Electric light and power.....	2	2	.....	.....	75	75	.....	.....
Total—Group XI.....		3	3	.....	.....	110	110	.....	.....
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	1	1	1	.....	2	2	.....	.....
Total—Utica.....		229	224	94	240	12,997	12,912	.....	276
YONKERS.									
I. STONE, CLAY AND GLASS PRODUCTS.									
5-c.....	Pressed, blown and cut glassware.....	1	1	.....	.....	4	4	.....	.....
II. METALS, MACHINES AND CONVEYANCES.									
2-f.....	Sheet metal work.....	2	2	2	.....	10	9	.....	.....
3-d.....	Bridges and structural iron.....	1	1	1	.....	3	3	.....	.....
3-g.....	Hardware not elsewhere specified.....	1	1	.....	5	10	9	.....	5
3-q.....	Architectural and ornamental iron work.....	1	1	.....	.....	3	3	.....	.....
3-u.....	Machinery not elsewhere specified.....	5	5	1	139	952	1,099	.....	139
3-v.....	Castings (iron foundry products).....	1	1	.....	.....	30	23	.....	.....
4-a.....	Telegraph, telephone and fire alarm appa- ratus.....	1	1	.....	.....	12	3	.....	.....
4-c.....	Dynamos, motors and electrical supplies ..	4	4	.....	22	900	845	.....	22
5-a.....	Carriages, wagons and sleighs.....	1	1	.....	.....	8	8	.....	.....
5-d.....	Motor vehicles.....	1	1	.....	.....	5	5	.....	.....
5-g.....	Railway repair shops.....	1	1	.....	.....	32	32	.....	.....
Total—Group II.....		19	19	4	166	1,965	2,029	.....	166
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	11	11	.....	3	174	107	.....	3
3.....	Cooperage.....	1	1	.....	1	104	105	.....	1
4-e.....	Miscellaneous articles of wood.....	1	1	1	.....	2	1	.....	.....
6.....	Pianos, organs, etc.....	1	1	.....	.....	10	10	.....	.....
7-e.....	Brooms.....	1	1	.....	.....	6	6	.....	.....
Total—Group III.....		15	15	1	4	296	229	.....	4
IV. LEATHER AND RUBBER GOODS.									
3-d.....	Boots and shoes.....	1	1	.....	1	35	36	.....	1
4.....	Rubber and gutta percha goods.....	2	2	.....	22	439	461	.....	22
5-d.....	Mattresses, pillows, etc.....	1	1	.....	.....	8	6	.....	.....
Total—Group IV.....		4	4	.....	23	482	503	.....	23

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.225

INSPECTED IN EACH INDUSTRY.

by Groups or Classes.

EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 yrs. (shop except as noted.)
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total	NUMBER IN SHOPS EMPLOYING —			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19	20-199	200+	Men (18 yrs. +)	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +)	Girls (14-16 yrs.)						
STATE														
1,507	4,395	25,794	9,318	36,187	1,018	1,840	7,709	9,183	20,117	2,253	12			
2,345	23,716	91,143	162,529	255,488	5,837	1,365	14,556	334	12,022	137,760	115,983	11,623	9	
3,434	13,956	50,102	16,780	73,437	2,225	824	4,209	145	7,186	28,643	44,202	1,077	3	
4,366	11,074	32,915	21,277	42,743	1,481	616	18,994	232	2,521	25,721	36,256	138	9	
5,079	3,844	13,136	15,099	23,779	618	241	7,250	204	3,001	13,355	14,180	177	.....
6,364	967	8,850	5,447	14,185	114	10	935	10	4,057	1,320	1,502	6,385	.....
7,780	15,631	42,409	27,740	53,730	2,181	880	27,952	1,037	22,576	52,701	10,162	341	17	
8,241	3,997	33,845	59,399	39,711	2,029	1,145	52,264	2,040	1,944	31,117	62,919	721	11	
9,362	62,835	163,162	53,365	125,996	1,547	600	148,911	2,308	23,117	178,111	79,525	2,724	*50	
10,279	27,414	40,550	36,315	69,498	1,046	466	32,589	680	16,461	30,106	51,291	6,422	33	
11,292	2,640	3,001	2,752	9,288	4	1	1	1	1,502	2,122	2,122	3,288	...	
12,159	656	1,145	7	2	5	904	141	114	...	...	...	...	...
165,565	171,125	506,409	410,021	746,032	18,107	6,542	1,000,000	7,369	103,973	506,434	440,618	35,530	*136	

CITY														
1,957	2,710	7,846	2,401	11,696	262									
1,195	15,877	40,392	44,926	89,166	2,953									
2,366	7,217	24,374	8,775	36,583	1,021									
3,251	8,674	16,859	6,748	22,087	614									
4,126	2,677	8,344	5,805	11,656	272									
5,221	240	644	337	861	17									
6,391	10,728	30,930	21,733	40,350	1,552									
7,254	3,449	11,787	12,018	9,892	536									
8,599	51,795	139,651	27,144	107,248	951									
9,176	15,117	23,779	26,280	42,531	450									
10,221	1,069	2,400	2,752	6,219	2									
11,414	296	118	...	407	2									
165,992	119,849	307,124	168,919	378,686	8,632									

Table XIII—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yr. o age.
	YONKERS—Concluded.								
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a.....	Proprietary medicines.....	1	1	.....	3	22	25	3	.....
1-d.....	Other chemicals and drugs.....	1	1	.....	11	65	76	11	.....
	Total—Group V.....	2	2	.....	14	87	101	14	.....
	VII. PRINTING AND PAPER GOODS.								
3-a.....	Printing and publishing.....	7	7	.....	6	100	104	6	.....
3-c.....	Lithographing and engraving.....	1	1	.....	.....	5	5	.....	.....
	Total—Group VII.....	8	8	.....	6	105	109	6	.....
	VIII. TEXTILES.								
2-a.....	Carpets and rugs.....	3	2	1	59	2,997	3,019	22	.....
5-b.....	Upholstery goods.....	2	2	1	.....	71	55	.....	.....
	Total—Group VIII.....	5	4	2	59	3,068	3,074	22	.....
	IX. CLOTHING, MILLINERY, LAUNDRY, ETC.								
1-a.....	Tailoring.....	1	1	.....	.....	7	5	.....	.....
2-b.....	Women's white goods.....	1	1	.....	.....	14	14	.....	.....
3.....	Men's hats and caps.....	5	5	.....	36	2,243	2,212	36	.....
6-a ¹	Laundries (non-Chinese).....	5	5	2	4	140	144	4	.....
6-a ²	Chinese laundries.....	12	12	1	.....	33	33	.....	.....
6-b.....	Cleaning and dyeing.....	2	2	1	.....	12	8	.....	.....
	Total—Group IX.....	26	26	4	40	2,449	2,416	40	.....
	X. FOOD, LIQUORS AND TOBACCO.								
1-b.....	Sugar and molasses refining.....	2	2	.....	45	1,259	1,271	45	.....
4-c.....	Bread and other bakery products.....	25	24	12	.....	91	90	.....	.....
4-d.....	Confectionery and ice cream.....	1	1	.....	.....	3	3	.....	.....
5-a.....	Artificial ice.....	1	1	.....	.....	10	10	.....	.....
5-c.....	Mineral and soda waters.....	5	5	2	.....	27	24	.....	.....
5-e.....	Malt liquors.....	2	2	.....	2	28	28	2	.....
6-b.....	Cigars.....	2	2	.....	.....	16	16	.....	.....
	Total—Group X.....	38	37	14	47	1,434	1,442	47	.....
	XI. WATER, LIGHT AND POWER.								
2.....	Gas.....	1	1	.....	1	61	62	1	.....
	Total—Yonkers.....	119	117	25	360	9,951	9,969	323	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

WASS PRODUCTS.

7,194	1,523	4,569	1,102	7,090	47	4	52	1	4,475	1,000	1,616	103	2
817	201	341	275	812	4	1			10		782	25	
131	11	120		130	1						131		
275			275	275							275		
6,200	1,226	4,147	827	6,108	42	3	48	1	4,450	884	791	75	2
4,124	814	2,763	547	4,079	40	2	3		3,638	371	108	9	
177	96	81		172	1		4		15	116	43	3	
2,616	339	1,041	1,236	1,943	69	7	582	15	131	643	1,763	79	
1,941	299	847	795	1,316	49	5	556	15	131	604	1,139	67	
1,148	165	198	795	796	40	3	369	10	112	346	652	38	
232	10	222		88	2		138	4		232			
675	40	194	441	627	20	2	26			39	624	12	
478		37	441	447	10	1	20				478		
5,811	1,025	3,413	1,373	5,707	43	22	31	8	522	421	3,690	1,178	
871	90	570	211	870	1				49	4	608	210	
211			211	210	1						1	210	
541	38	505		541					45	4	492		
2,191	100	1,202	889	2,140	29	19	3			100	1,471	620	
514		160	364	510		4				4	510		
300			300	300								300	
476		251	225	437	24	15				25	451		
1,280	190	817	273	1,274	6				22	33	897	328	
442	21	421		438	4				10	33	399		
273			273	273							38	235	
193	42	151		191	2						120	75	
529	21	508		529					3		526		
212		212		212							212		
276		276		276							276		
430	297	133		430					93	190	127	20	
244	160	84		244					81	113	30	20	
510	327	183		464	7	3	28	8	355	94	61		
475	292	183		431	7	1	28	8	355	71	49		
16,272	381	11,965	3,926	15,069	403	193	585	22	1,172	3,589	10,653	858	4
12,513	158	9,785	2,570	12,057	343	113			908	1,370	9,377	858	3
632		422	210	619	11	2			210	54	368		
739		739		718		21				11	728		
847		631	216	825	16	6			100	182	565		
708		360	348	653	29	26				26	48	634	
2,097		2,097		1,983	98	16			114		1,983		
1,287		226	1,061	1,240	39	8			47		1,240		

TABLE XIV—STATISTICS OF FACTORIES
Recapitulation by Industry

GROUPS OF INDUSTRIES.	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	NUMBER		
				Office help.	Shop force.		OFFICE FORCE.		
							Total.	Boys 14-16.	Girls 14-16.
NEW YORK CITY									
I. Stone, clay and glass products...	1,027	1,012	355	1,136	43,408	40,638	1,131	2	...
II. Metals machines and convey- ances.....	5,525	5,466	2,656	17,239	297,108	294,561	17,173	167	...
III. Wood manufacture.....	3,060	3,012	1,553	3,112	89,772	83,941	3,103	16	...
IV. Leather and rubber good.....	2,468	2,436	1,252	2,422	72,699	66,771	2,405	16	...
V. Chemicals, oils, paints, etc.....	858	855	207	4,670	33,573	36,739	4,660	5	...
VI. Paper and pulp.....	255	246	57	330	15,668	15,594	330	1	...
VII. Printing and paper goods.....	3,320	3,273	1,760	9,845	93,587	95,569	9,789	111	...
VIII. Textile.....	1,067	1,054	330	1,663	102,499	98,865	1,624	13	...
IX. Clothing, millinery, laundry, etc..	14,137	13,886	9,424	7,428	323,141	286,674	7,312	40	...
X. Food, liquors and tobacco... ..	8,305	8,113	4,780	5,374	118,183	109,619	5,340	14	...
XI. Water, light and power.....	629	625	9	328	9,788	9,619	327	...	...
XII. Building industry.....	141	140	76	39	1,301	1,198	39	...	...
Total.....	40,792	40,118	22,459	53,586	1,200,727	1,139,788	53,233	385	...
NEW YORK STATE									
I. Stone, clay and glass products...	503	500	230	593	14,804	13,551	594	1	...
II. Metals, machines and convey- ances.....	3,404	3,367	1,653	8,325	111,775	109,464	8,269	116	...
III. Wood manufactures.....	1,557	1,531	747	1,678	45,915	42,032	1,666	8	...
IV. Leather and rubber goods.....	1,862	1,834	1,033	1,491	38,518	33,755	1,474	13	...
V. Chemicals, oils, paints, etc.....	597	595	141	2,345	17,780	19,171	2,345	2	...
VI. Paper and pulp.....	46	46	18	41	1,263	1,262	41	...	...
VII. Printing and paper goods.....	2,231	2,193	1,132	7,530	69,809	70,876	7,485	102	...
VIII. Textile.....	651	641	262	660	30,622	27,905	651	9	...
IX. Clothing, millinery, laundry, etc.	11,534	11,305	7,502	6,192	259,304	224,663	6,073	30	...
X. Food, liquors and tobacco.....	4,528	4,375	2,492	3,582	72,061	68,739	3,563	13	...
XI. Water, light and power.....	255	254	3	183	6,629	6,403	182	...	...
XII. Building industry.....	65	65	37	10	504	424	10	...	...
Total.....	27,233	26,706	15,250	32,630	668,984	618,245	32,353	294	...

*Including 6 in office.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.225

INSPECTED IN EACH INDUSTRY.

by Groups or Classes.

EMPLOYEES AT TIME OF INSPECTION.										WEEKLY HOURS OF LABOR.				Children under 14 yrs. (shop except as noted.)
SHOP FORCE.										NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total	NUMBER IN SHOPS EMPLOYING—			SEX AND AGE.					51 hours or less.	52-57 hours.	58-63 hours.	Over 63 hours.		
	1-19	20-199	200+	Men (18 yrs. +).	Y'ths (16-18 yrs.).	Boys (14-16 yrs.).	Women (16 yrs. +).	Girls (14-16 yrs.).						
STATE														
39,507	4,395	25,794	9,318	36,187	1,018	382	1,840	80	7,709	9,183	20,362	2,253	12	
77,368	23,716	91,143	162,529	255,296	5,837	1,366	14,656	334	12,022	137,760	115,983	11,623	9	
40,838	13,956	50,102	16,780	73,437	2,226	824	4,209	143	7,186	28,643	44,202	807	3	
64,366	11,074	32,015	21,277	42,766	1,481	616	18,994	532	2,251	25,721	36,256	1,111		
32,079	3,844	13,136	15,099	23,766	618	241	7,250	204	3,666	13,111	14,180	878		
15,264	967	8,850	5,447	14,185	114	20	935	10	4,057	1,320	3,717	6,385		
65,780	15,631	42,409	27,771	81,730	2,181	880	27,862	1,037	22,876	52,701	10,162	341	17	
67,241	8,997	33,845	59,899	39,763	2,029	1,145	52,264	2,040	1,944	31,657	62,919	781	3	
79,362	62,835	163,162	11,365	125,996	1,547	600	148,911	2,308	23,695	173,418	71,525	2,724	*50	
34,279	27,414	40,550	11,115	69,119	1,046	111	32,589	680	16,461	80,105	51,291	6,422	33	
9,292	2,640	3,900	2,752	9,286	4	1	.....	1	1,502	2,411	2,122	3,238	
1,159	656	503	.....	1,145	7	2	5	...	904	141	114	.....	
TOTAL	171,125	506,409	410,021	745,032	18,107	6,542	309,505	7,369	103,973	508,434	440,618	35,530	*136	
NY														
2,957	2,710	7,846	2,401	11,686	262	90	863	36	5,256	.....	8,876	105	6
1,195	15,877	40,392	44,926	89,166	2,953	666	8,236	174	9,952	.....	26,861	230	6
1,365	7,217	24,374	8,775	36,583	1,021	444	2,232	86	5,902	.....	14,021	246	.....
1,281	8,674	16,859	6,748	22,087	614	257	9,058	265	2,080	.....	11,826	85	6
1,826	2,677	8,344	5,805	11,656	272	142	4,635	121	3,299	.....	5,316	272	.....
1,221	240	644	337	861	17	11	329	3	7	.....	1,028	83	.....
1,391	10,728	30,930	21,733	40,350	1,552	508	20,237	744	17,043	.....	8,945	50	7
1,254	3,449	11,787	12,018	9,892	536	197	16,842	787	1,634	.....	6,493	34	3
1,380	51,795	139,651	27,144	107,248	951	316	108,446	1,629	20,319	.....	57,253	2,564	*37
1,176	15,117	23,779	26,280	42,531	459	113	21,714	368	11,369	.....	28,568	2,755	17
1,221	1,069	2,400	2,752	6,219	2	.....	.....	.....	1,126	.....	1,639	1,578	.....
414	296	118	.....	407	2	.....	5	.....	319	.....	43	.....	
TOTAL	119,849	307,124	158,919	378,688	8,632	2,744	191,617	4,213	78,306	33	160,368	8,002	*82	

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.

I. STONE, CLAY AND GLAS

4. BRICK, TILE AND POTTERY — <i>Concluded.</i>								
b. Terra cotta and fire clay products.....	37	37	2	64	2,104	2,018	64	
<i>Albany</i>	3	3		4	196	190	4	
<i>Corning</i>	1	1		4	204	176	4	
<i>New York City</i>	19	19	2	32	955	925	32	
<i>Rochester</i>	3	3		2	233	220	2	
c. Pottery products.....	32	32	16	60	1,971	1,865	60	
<i>Buffalo</i>	1	1		4	353	357	4	
<i>New York City</i>	21	21	8	23	547	492	23	
<i>Solvay</i>	1	1	2	6	194	177	6	
<i>Syracuse</i>	3	3	2	14	540	529	14	
<i>Victor</i>	1	1	2	11	200	191	11	
5. GLASS.....	220	214	113	367	8,596	7,981	367	
a. Building glass.....	57	57	33	49	1,236	1,052	49	
<i>New York City</i>	47	47	28	41	932	895	41	
b. Beveled glass and mirrors..	55	54	31	159	1,569	1,659	159	
<i>Buffalo</i>	8	8	5	40	225	240	40	
<i>New York City</i>	44	43	26	113	1,267	1,341	113	
c. Pressed, blown and cut glassware.....	82	80	39	121	4,292	4,053	121	
<i>Corning</i>	14	14	5	32	1,691	1,654	32	
<i>New York City</i>	48	47	24	68	1,729	1,663	68	
<i>Poughkeepsie</i>	1	1		7	300	249	7	
d. Bottles and jars.....	26	23	10	38	1,499	1,217	38	
<i>New York City</i>	13	13	9	16	252	261	16	
<i>Olean</i>	6	3		11	548	377	11	
Total—Group I.....	1,027	1,012	355	1,136	43,408	40,638	1,131	2

II. METALS, MACHINES

1. GOLD, SILVER AND PRECIOUS STONES.....	628	619	435	1,051	13,162	12,848	1,041	10
a. Silver and plated ware....	112	109	72	324	4,895	4,623	324	1
<i>Mount Vernon</i>	2	2		20	329	349	20	
<i>New York City</i>	98	96	67	232	2,775	2,629	232	
<i>Niagara Falls</i>	2	2		40	1,075	955	40	1
b. Gold and silver refining....	10	10	5	8	66	73	8	
c. Gold, silver and aluminum leaf.....	24	24	17	8	290	289	8	
<i>New York City</i>	18	18	11	8	211	210	8	
d. Gold and silver watch cases	16	16	14	33	1,012	1,041	33	1
<i>New York City</i>	15	15	14	16	499	511	16	
<i>Sag Harbor</i>	1	1		17	513	530	17	1
e. Jewelry, gold pens, etc....	388	383	263	613	5,875	5,849	603	5
<i>Buffalo</i>	18	18	7	34	437	456	34	
<i>New York City</i>	362	357	253	575	5,391	5,342	565	5
f. Lapidary work (<i>New York City</i>).....	78	77	64	65	1,024	973	65	3

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
7,194	1,523	4,569	1,102	7,090	47	4	52	1	4,475	1,000	1,616	103	2
817	201	341	275	812	4	1			10		782	25	
131	11	120		130	1						131		
275			275	275							275		
6,300	1,226	4,147	827	6,106	42	3	48	1	4,450	884	791	75	2
4,124	814	2,763	547	4,079	40	2	3		3,638	371	106	9	
177	96	81		172	1		4		15	116	43	3	
2,616	339	1,041	1,236	1,943	69	7	582	15	131	643	1,763	79	
1,941	299	847	795	1,316	49	5	556	15	131	604	1,139	67	
1,143	155	198	795	786	40	3	369	10	112	346	652	38	
232	10	222		88	2		138	4		232			
675	40	194	441	627	20	2	26			39	624	12	
478		37	441	447	10	1	20				478		
5,811	1,025	3,413	1,373	5,707	43	22	31	8	522	421	3,690	1,178	
571	90	570	211	870	1				49	4	608	210	
211			211	210	1						1	210	
541	36	505		541					45	4	492		
2,191	100	1,202	889	2,140	29	19	3			100	1,471	620	
514		150	364	510		4				4	510		
300			300	300								300	
478		251	225	457	24	15				25	451		
1,280	190	817	273	1,274	6				22	33	897	328	
442	21	421		438	4				10	33	399		
273			273	273							38	235	
193	42	151		191	2						190	73	
529	21	508		529					3		526		
212		212		212							212		
276		276		276							276		
430	297	133		430					93	190	127	20	
244	160	84		244					81	113	30	20	
510	327	183		464	7	3	28	8	355	94	61		
476	292	183		431	7	1	28	8	355	71	49		
2,722	381	11,965	3,926	15,069	403	193	585	22	1,172	3,589	10,653	858	4
513	158	9,785	2,570	12,057	343	113			908	1,370	9,377	858	3
632		422	210	619	11	2			210	54	368		
739		739		718		21				11	728		
847		631	216	825	16	6			100	182	665		
708		360	348	653	29	26				26	48	634	
297		2,097		1,983	98	16			114		1,983		
257		226	1,061	1,240	39	8			47		1,240		

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14- yrs. ag.

I. STONE, CLAY AND GLASS

4. BRICK, TILE AND POTTERY — <i>Concluded.</i>								
b. Terra cotta and fire clay products.....	37	37	2	64	2,104	2,018	64	
<i>Albany</i>	3	3		4	198	190	4	
<i>Corning</i>	1	1		4	204	176	4	
<i>New York City</i>	19	19	2	32	955	925	32	
<i>Rochester</i>	3	3		2	233	220	2	
c. Pottery products.....	32	32	16	60	1,971	1,865	60	
<i>Buffalo</i>	1	1		4	353	357	4	
<i>New York City</i>	21	21	8	23	547	492	23	
<i>Solvay</i>	1	1	2	6	194	177	6	
<i>Syracuse</i>	3	3	3	14	540	529	14	
<i>Victor</i>	1	1	2	11	200	191	11	
5. GLASS.....	220	214	113	367	8,596	7,981	367	
a. Building glass.....	57	57	33	49	1,236	1,052	49	
<i>New York City</i>	47	47	28	41	932	895	41	
b. Beveled glass and mirrors..	55	54	31	159	1,569	1,659	159	
<i>Buffalo</i>	8	8	5	40	225	240	40	
<i>New York City</i>	44	43	26	113	1,267	1,341	113	
c. Pressed, blown and cut glassware.....	82	80	39	121	4,292	4,053	121	
<i>Corning</i>	14	14	5	32	1,691	1,654	32	
<i>New York City</i>	48	47	24	68	1,729	1,663	68	
<i>Poughkeepsie</i>	1	1		7	300	249	7	
d. Bottles and jars.....	26	23	10	38	1,499	1,217	38	
<i>New York City</i>	13	13	9	16	252	261	16	
<i>Olean</i>	6	3		11	548	377	11	
Total—Group I.....	1,027	1,012	355	1,136	43,408	40,638	1,131	

II. METALS, MACHINERY

1. GOLD, SILVER AND PRECIOUS STONES.....	628	619	435	1,051	13,162	12,848	1,041	
a. Silver and plated ware....	112	109	72	324	4,895	4,623	324	
<i>Mount Vernon</i>	2	2		20	329	349	20	
<i>New York City</i>	98	96	67	232	2,775	2,629	232	
<i>Niagara Falls</i>	2	2		40	1,075	935	40	
b. Gold and silver refining....	10	10	5	8	66	73	8	
c. Gold, silver and aluminum leaf.....	24	24	17	8	290	289	8	
<i>New York City</i>	18	18	11	8	211	210	8	
d. Gold and silver watch cases	16	16	14	33	1,012	1,041	33	
<i>New York City</i>	15	15	14	16	499	511	16	
<i>Sag Harbor</i>	1	1		17	513	530	17	
e. Jewelry, gold pens, etc....	388	383	263	613	5,875	5,849	603	
<i>Buffalo</i>	18	18	7	34	437	456	34	
<i>New York City</i>	368	367	253	575	5,391	5,348	565	
f. Lapidary work (<i>New York City</i>).....	78	77	64	65	1,024	973	65	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

CONVEYANCES—Continued.

402	5,536	16,391	18,475	34,455	1,163	340	4,310	134	3,165	17,582	19,629	26	3
913	112	530	2,271	2,908	7				37	159	2,694	23	
215	6		210	215						6	210		
297			697	690	7						697		
271	87	320	1,064	1,471					32	149	1,267	23	
510		210	300	510							510		
817	283	487	1,047	1,604	32	4	177		73	620	1,124		
270	12	258		206	10	1	63		10	41	219		
241	246	229	306	736	10	3	32		61	576	145		
757	16		741	653	12		92				757		
153	330	723		1,035	14	4			43	683	327		
278	234	144		375	2	1			31	280	67		
205	7	188		204	1					158	47		
209	424	1,978	807	2,975	130	32	70	2	72	1,998	1,139		
199	384	1,908	807	2,869	130	31	67	2	66	1,986	1,058		
289	1,066	5,173	4,350	9,290	255	98	908	39	462	5,877	4,250		
274	916	2,914	2,625	5,394	221	79	723	37	318	4,697	1,439		
241	8	605	928	1,400	4		37			23	1,418		
1,100	2,174	5,739	9,187	13,881	607	133	2,414	65	2,337	6,094	8,669		
142	162	465	815	1,136	71	19	213	3	295	76	1,073		
163		171	872	993	42	8			7	1,036			
132	1,535	3,501	6,096	8,858	398	89	1,737	50	1,558	3,876	5,698		
140	163	659	218	865	22	8	133	7	268	362	410		
1,721	1,147	1,761	813	2,764	118	69	741	29	141	2,151	1,426	3	3
202	99	103		162	12	4	23	1	8	32	162		
254	839	1,202	813	2,215	84	40	498	17	109	1,864	878	3	3
2,928	9,489	44,782	66,657	115,755	2,045	485	2,597	46	3,587	47,755	59,654	9,932	4
45		45		45							45		
1,795		495	1,300	1,789	3	1	2				465	1,830	
550			550	550							550		
450			450	450							450		
300			300	300							300		
1,706	157	1,985	12,566	14,474	113	46	71	4	82	1,572	5,944	7,110	
101	2	339	700	1,097	4						1,101		
259	137	499	423	982	57	15	6		12	660	387		
295		135	1,160	1,280	8	7				814	481		
252	2	30	1,400	1,432					30		1,402		
281			6,591	6,591							6,591		
230	152	1,930	3,148	5,138	75	17			209	2,810	2,211		
273	21	327	225	541	21	11				252	321		
297			260	260							260		
286	95	928	2,663	3,637	44	6			209	2,454	1,023		
7,415	597	3,244	3,574	6,448	287	61	613	6	177	2,452	4,776	10	
428	34	121	271	369	17	7	33			90	336		
446	8	444		421	2		23				446		

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14- years and over
II. METALS, MACHINES								
2. COPPER, LEAD, ZINC, ETC.....	1,197	1,188	578	2,369	43,706	42,765	2,363	
a. Smelting and refining.....	31	31	8	143	3,045	3,056	143	
Buffalo.....	2	2		12	215	227	12	
Massena.....	1	1		16	750	713	16	
New York City.....	22	22	6	93	1,548	1,564	93	
Niagara Falls.....	3	3		16	510	526	16	
b. Copper work.....	56	56	26	89	1,931	1,906	89	
Buffalo.....	7	7	6	14	270	284	14	
New York City.....	42	42	19	23	890	804	23	
Rome.....	4	4		62	757	809	62	
c. Brass and bronze castings..	70	70	47	52	1,122	1,100	47	
New York City.....	43	43	27	13	425	386	8	
Syracuse.....	5	5	9	8	205	213	8	
d. Gas and electric fixtures...	95	95	41	232	3,386	3,441	232	
New York City.....	88	88	40	224	3,272	3,323	224	
e. Brass and bronze ware not elsewhere specified....	274	272	116	441	11,323	11,029	440	
New York City.....	217	215	103	343	6,945	6,796	342	
Rome.....	9	9	2	24	1,508	1,466	24	
f. Sheet metal work.....	456	454	211	1,177	18,685	18,276	1,176	
Buffalo.....	37	36	28	87	1,574	1,529	87	
Jamestown.....	2	2		110	1,043	1,153	110	
New York City.....	320	319	144	811	12,164	11,942	810	
Rochester.....	30	30	9	54	1,050	1,094	54	
g. Metal goods not elsewhere specified.....	215	210	129	235	4,214	3,957	236	
Buffalo.....	17	17	13	13	212	216	14	
New York City.....	158	154	86	188	3,531	3,042	188	
3. IRON AND STEEL PRODUCTS....	2,270	2,245	982	5,777	129,207	126,688	5,760	
a. Ore crushing, etc.....	1	1			45	45		
b. Pig iron.....	9	9	3	42	1,845	1,837	42	
Buffalo.....	1	1		12	550	562	12	
North Tonawanda.....	1	1		10	500	460	10	
West Seneca.....	1	1		5	300	305	5	
c. Rolling mills and steel works.....	64	64	16	476	14,910	15,184	476	
Buffalo.....	5	5		34	1,122	1,135	34	
New York City.....	32	32	11	71	1,166	1,130	71	
Syracuse.....	3	3	2	49	1,323	1,344	49	
Troy.....	3	3	1	12	1,432	1,444	12	
West Seneca.....	1	1		174	6,591	6,765	174	
d. Bridges and structural iron.	56	56	14	320	5,762	5,550	320	
Buffalo.....	8	8		56	662	629	56	
Elmira Heights.....	1	1		10	300	270	10	
New York City.....	34	34	9	164	3,925	3,850	164	
g. Hardware not elsewhere specified.....	155	154	66	592	7,805	7,982	567	
Buffalo.....	11	11	8	81	446	485	69	
Cortland.....	4	4		8	446	454	8	

Statistics of Factories Inspected: By Industries.

KIND OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

INVEYANCES—Continued.

402	5,536	16,391	18,475	34,455	1,163	340	4,310	134	3,165	17,582	19,629	26	3
2,913	112	530	2,271	2,906	7				37	159	2,694	23	
215	5		210	215						5	210		
297			297	297	7						297		
1,71	87	320	1,084	1,471					32	149	1,267	23	
510		210	300	510							510		
1,817	283	487	1,047	1,604	32	4	177		73	620	1,124		
270	12	258		268	10	1	53		10	41	219		
751	246	229	308	756	10	3	32		61	576	145		
757	16		741	653	12		92				757		
1,053	330	723		1,035	14	4			43	683	327		
273	234	144		376	2	1			31	280	67		
295	7	198		204	1					168	47		
1,349	424	1,978	807	2,975	130	32	70	2	72	1,998	1,139		
1,099	384	1,908	807	2,869	130	31	67	2	56	1,985	1,058		
1,589	1,066	5,173	4,350	9,290	255	98	908	38	462	5,877	4,250		
454	915	2,914	2,625	5,394	221	79	723	37	318	4,697	1,439		
441	8	505	928	1,400	4		57			23	1,418		
1,100	2,174	5,739	9,187	13,881	607	133	2,414	65	2,337	6,094	8,669		
442	162	465	815	1,136	71	19	213	3	293	76	1,073		
643		171	872	993	42	8			7	1,036			
1,132	1,535	3,501	6,096	8,858	398	89	1,737	50	1,558	3,876	5,698		
640	163	659	218	865	22	8	133	7	298	362	410		
721	1,147	1,761	813	2,764	118	69	741	29	141	2,151	1,426	3	3
202	99	103		162	12	4	23	1	3	32	162		
854	839	1,802	813	2,215	84	40	498	17	109	1,864	878	3	3
925	9,489	44,782	66,657	115,755	2,045	485	2,597	46	3,587	47,755	59,654	9,932	4
45		45		45							45		
795		495	1,300	1,789	3	1	2				465	1,830	
550			550	550							550		
450			450	450							450		
300			300	300							300		
708	157	1,985	12,566	14,474	113	46	71	4	82	1,572	5,944	7,110	
101	2	329	700	1,097	4						1,101		
959	157	499	423	982	57	16	5		12	660	387		
895		135	1,180	1,280	8	7				814	481		
632	2	30	1,400	1,432					30		1,402		
591			6,591	6,591							6,591		
720	152	1,930	3,148	5,138	75	17			209	2,810	2,211		
173	21	327	225	541	21	11				252	321		
290			260	260							260		
188	95	928	2,663	3,637	44	6			209	2,454	1,023		
115	597	3,244	3,574	6,448	287	61	613	6	177	2,452	4,776	10	
128	34	121	271	369	17	7	33			90	336		
146	8	444		421	2		23				446		

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspections.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14- yrs. and over.
II. METALS, MACHINES								
3. IRON AND STEEL PRODUCTS—Con.								
g. Hardware not elsewhere specified—Concluded.								
New York City.....	78	78	30	294	2,430	2,566	291	
North Tonawanda.....	1	1		25	698	723	25	
Port Chester.....	1	1		64	886	863	64	
Syracuse.....	6	6	4	37	995	1,024	37	
h. Cutlery.....	66	63	40	79	3,336	3,356	77	
Camillus.....	1	1		3	200	203	3	
Ellenville.....	1	1		2	240	242	2	
Little Valley.....	5	3		7	250	255	7	
New York City.....	34	34	22	28	405	408	28	
Perry.....	1	1		4	296	300	4	
Walden.....	3	3	2	9	1,117	1,126	9	
i. Tools and dies.....	155	151	99	171	3,860	3,743	171	
Middletown.....	3	3		4	253	250	4	
New York City.....	81	78	47	98	1,671	1,570	98	
k. Firearms.....	8	8	8	82	1,767	1,809	82	
Frankfort.....	1	1		13	276	289	13	
Fulton.....	1	1	3	12	265	277	12	
Ilion.....	1	1		48	953	1,001	48	
Ithaca.....	1	1		5	195	161	5	
m. Metal beds and bed springs.	57	55	24	143	2,634	2,610	137	
Buffalo.....	6	6	3	46	629	555	46	
New York City.....	40	38	19	79	1,510	1,464	73	
n. Wire work not elsewhere specified.....	161	159	62	123	4,697	4,350	123	
Buffalo.....	13	13	6	17	246	263	17	
Cortland.....	1	1		16	1,203	1,219	16	
New York City.....	129	127	44	79	3,051	2,665	79	
p. Car wheels and railway equipment.....	36	36	2	385	7,367	7,603	385	
Buffalo.....	7	7		34	970	1,004	34	
Corning.....	3	3		16	706	722	16	
Depew.....	3	3		60	777	827	60	
Lincoln Park.....	1	1		113	640	753	113	
Troy.....	2	2		11	395	406	11	
Watertown.....	1	1		55	2,187	2,242	55	
q. Architectural and orna-mental iron work.....	224	224	100	213	4,745	4,147	214	
New York City.....	211	211	98	202	4,357	3,768	203	
r. Cooking and heating ap-paratus.....	96	95	17	435	9,509	8,888	456	
Albany.....	5	5		39	734	733	39	
Buffalo.....	11	11	4	79	2,415	2,302	79	
Eastwood.....	1	1		10	605	610	10	
New York City.....	31	31	4	125	1,042	1,042	125	
Peekskill.....	7	6		19	776	746	18	
Utica.....	5	5		16	786	702	38	
s. Typewriting and register-ing machines.....	53	52	13	292	5,139	5,051	291	
Ilion.....	1	1		31	1,612	1,643	31	
New York City.....	39	38	9	178	1,346	1,481	178	
Syracuse.....	5	5	3	79	1,805	1,743	78	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

CONVEYANCES—Continued.

2,375	347	1,253	676	1,937	126	21	186	6	162	1,157	956		
6,501			698	670	30	2	96				698		
1,399			799	691	23	1	84		1	798			
367	28	28	931	833	32	6	116			6	931		
279	180	1,336	1,763	2,809	76	64	312	18	61	353	2,865		
200			200	168	8	4	18	2			200		
240			240	200	4	16	19	1		17	223		
245		248		226			23				248		
329	121	259		316	11	6	46	3	61	238	91		
256			296	266	10		21				296		
117		90	1,027	932	24	32	121	8		40	1,077		
572	677	2,060	835	3,374	96	47	55		102	1,653	1,730	87	
246		246		207	12	10	17			8	238		
472	370	267	836	1,397	43	24	8		102	1,211	159		
727	7	226	1,494	1,632	61	4	30			77	1,650		
276			276	260	6		11				276		
275			266	261	3	1					266		
953			953	891	43		19				953		
156		156		160	6						166		
473	248	1,382	843	2,275	48	23	127		14	618	1,841		
369	30	221	268	436	10	10	53			69	440		
191	208	600	686	1,303	27	10	51		14	207	1,170		
227	914	1,261	2,052	3,461	108	46	601	11	212	1,206	2,804	5	2
46	67	189		164	10	12	60			22	224		
219			1,203	1,064	20	2	117			2	1,201		
189	740	997	849	2,066	73	31	407	10	211	1,067	1,303	6	2
18	25	1,604	5,589	7,162	25	11	20		1	1,214	6,003		
70		460	510	968	11	1					970		
76		90	616	690			16				706		
77		139	628	764	3						767		
40			640	640						640			
93		46	360	396							396		
37			2,187	2,181	4	2					2,187		
13	1,275	2,164	494	3,906	19	7	1		229	3,415	289		
35	1,230	1,841	494	3,546	14	4	1		229	3,160	176		
2	314	2,972	5,146	8,313	104	8	7		694	3,261	4,477		
1	9	226	400	688	8					536	169		
3	29	230	1,964	2,198	26				99	6	2,119		
6			600	600						600			
7	153	555	209	896	13	2	7		481	360	86		
8		484	244	696	31	2			2	726			
4		368	306	664	8	2				2	662		
0	199	1,084	3,477	4,229	211	24	295	1	250	903	3,607		
2			1,612	1,420	53		129				1,612		
3	164	880	269	1,102	59	23	118	1	260	886	163		
5	6	65	1,666	1,529	97	1	38				1,666		

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspections.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14- yrs. ag.
II. METALS, MACHINES								
3. IRON AND STEEL PRODUCTS—Con.								
t. Stationary engines, boilers, etc.....	188	187	92	614	13,300	12,513	613	
Buffalo.....	21	21	10	106	3,394	3,218	106	
New York City.....	60	59	11	121	2,905	2,304	120	
Oswego.....	6	6	7	41	794	835	41	
Seneca Falls.....	4	4		71	1,208	1,279	71	
u. Machinery not elsewhere specified.....	754	745	371	1,416	24,871	24,876	1,412	
Buffalo.....	46	46	23	87	1,633	1,672	87	
New York City.....	399	394	180	768	12,547	12,342	764	
Rochester.....	45	45	19	65	1,812	1,848	65	
Yonkers.....	5	5	1	139	952	1,089	139	
v. Castings (iron foundry products).....	187	186	55	394	17,615	17,144	394	
Buffalo.....	18	18	4	90	3,319	3,283	90	
Colonie.....	2	2		15	1,315	1,330	15	
New York City.....	45	45	9	87	4,232	4,087	87	
Port Chester.....	2	2		22	878	749	22	
4. ELECTRICAL APPARATUS.....	257	251	74	4,529	30,178	33,405	4,516	
a. Telegraph, telephone and fire alarm apparatus..	48	47	7	2,163	8,308	9,950	2,159	
New York City.....	31	31	4	2,038	7,000	8,547	2,034	
Rochester.....	6	6		72	804	863	72	
b. Incandescent lights (New York City).....	7	7	1	70	926	996	70	
c. Dynamos, motors and electrical supplies.....	202	197	66	2,296	20,944	22,459	2,287	
New York City.....	154	149	48	422	3,391	3,469	413	
Schenectady.....	2	2		1,682	14,452	16,134	1,682	
5. VEHICLES.....	734	730	398	1,859	50,837	50,066	1,845	
a. Carriages, wagons and sleighs.....	430	427	310	203	7,854	7,295	202	
New York City.....	191	190	139	78	2,880	2,576	77	
Rochester.....	15	15	12	20	759	765	20	
Watertown.....	4	4		22	608	583	22	
b. Blacksmithing and wheelwrighting.....	14	14	10	8	293	285	8	
c. Cycles.....	32	32	18	42	1,073	1,058	42	
Buffalo.....	10	10	3	26	539	540	26	
Elmira Heights.....	1	1		8	240	248	8	
d. Motor vehicles.....	130	130	60	485	6,582	6,598	482	
Buffalo.....	25	25	7	174	2,012	1,991	174	
New York City.....	58	58	25	108	1,767	1,660	105	
North Tarrytown.....	1	1		45	708	753	45	
Syracuse.....	5	5	3	121	1,492	1,613	121	
e. Cars.....	6	6		85	3,009	2,902	85	
Buffalo.....	3	3		45	2,082	2,127	45	
Depew.....	1	1		6	347	353	6	
Despatch.....	1	1		29	480	317	29	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)	
SHOP FORCE.								NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.		Over 63 hrs.
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

VEYANCES—Continued.

1,900	774	5,325	5,801	11,708	155	21	16	166	5,377	6,357	1		
3,112	72	624	2,416	3,027	72	13			1,046	2,066			
2,184	251	1,728	207	2,172	11	1		166	1,843	176	1		
794	5	476	313	778	16					794			
1,206		294	914	1,172	19	1	16		1	1,207			
1,454	3,486	10,297	9,681	22,526	489	75	368	6	687	16,264	6,423	90	1
1,585	211	880	494	1,563	13	7	2		20	593	972		
1,578	2,067	3,421	6,100	10,772	428	67	315	6	595	10,129	854		
783	187	1,384	212	1,773	5	5			54	1,727	2		
950	16	113	821	906	10		35			950			
1,750	484	7,372	8,894	16,466	175	30	79		703	6,580	8,167	1,300	
1,173	11	816	2,346	3,085	36	4	48		3	557	1,333	1,280	
315		150	1,165	1,273	42				150		1,165		
1,000	76	2,144	1,780	3,976	9	4	11		337	2,865	778	20	
727		92	636	710	14	3				3	724		
559	1,253	4,058	23,578	23,605	777	142	4,343	22	872	26,029	1,988		
791	227	803	6,761	5,500	375	51	1,862	3	559	6,860	372		
613	156	508	5,851	4,467	311	32	1,703		542	5,963	8		
791	19	77	695	661	25	4	98	3	2	769	20		
926	12	218	696	297	8		616	5	5	921			
172	1,014	3,037	16,121	17,808	394	91	1,865	14	302	18,248	1,616		
96	804	2,019	233	2,571	211	47	215	12	238	2,172	646		
462		167	14,285	12,941	142	26	1,341	2		14,287	165		
21	2,973	10,894	34,354	47,465	562	43	148	3	1,828	24,696	20,391	1,306	2
103	2,094	3,579	1,420	6,993	38	2	59	1	379	3,156	3,547	11	
145	949	1,549		2,484	12	2			360	1,876	251	11	
145	96	57	592	743	2					728	17		
101		241	320	533	6		22				561		
77	49	228		271	5	1			3	129	145		1
116	50	526	440	953	44	6	11	2	17	289	710		1
114	9	306	200	461	35	5	11	2	15	283	216		1
40			240	240							240		
16	501	2,126	3,489	6,016	68	7	25		639	1,647	3,828	2	
17	65	737	1,015	1,772	20	5	20		2	7	1,808		
55	229	1,020	306	1,532	21	2			637	764	152	2	
52			708	700	4		4			708			
92	32		1,460	1,475	17						1,492		
17		100	2,717	2,735	49	5	28			2,071	746		
12			2,082	2,007	43	4	28			1,782	300		
17			347	340	6	1				1	346		
18			228	228						228			

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
III. WOOD MAN								
1. SAW MILL PRODUCTS.....	183	183	83	41	2,550	2,406	41	.....
<i>New York City</i>	22	22	6	12	330	321	12	.....
2. PLANING MILL PRODUCTS.....	994	982	517	1,117	27,186	24,673	1,120	7
a. House trim.....	740	733	386	843	19,180	17,355	842	4
<i>Buffalo</i>	22	22	6	100	1,389	1,426	100	1
<i>New York City</i>	207	204	85	348	7,158	6,210	347	1
<i>Rochester</i>	32	32	12	44	1,118	1,060	44	1
b. Packing boxes, crates, etc.	164	161	84	165	4,557	4,217	168	1
<i>Buffalo</i>	6	6	3	51	816	687	51	.....
<i>New York City</i>	61	61	28	67	1,470	1,451	67	1
<i>Orangetown</i>	2	2	.....	5	280	285	5	.....
<i>Rochester</i>	5	5	1	7	250	257	7	.....
c. Cigar and fancy wood boxes	90	88	47	109	3,449	3,101	110	2
<i>Buffalo</i>	8	8	4	4	306	303	4	.....
<i>New York City</i>	66	64	32	101	2,912	2,587	102	2
3. COOPERAGE.....	120	119	54	33	2,955	2,702	33	.....
<i>Buffalo</i>	15	15	8	8	283	263	8	.....
<i>New York City</i>	37	37	18	10	1,504	1,454	10	.....
4. WOOD TURNED AND CARVED....	366	359	247	225	5,994	5,441	225	.....
a. Canes, umbrella sticks, etc.	33	29	22	18	519	466	18	.....
<i>New York City</i>	30	26	19	18	499	446	18	.....
c. Wooden toys and novelties	63	63	33	44	1,359	1,194	44	.....
<i>New York City</i>	31	31	12	15	494	406	15	.....
e. Other articles and appli- ances of wood.....	270	267	192	163	4,116	3,781	163	.....
<i>Buffalo</i>	17	17	7	29	436	463	29	.....
<i>New York City</i>	144	144	101	71	1,844	1,629	71	.....
<i>Rochester</i>	15	15	12	7	236	227	7	.....
5. FURNITURE AND CABINET WORK	1,068	1,047	515	1,206	32,841	30,650	1,204	8
a. Furniture and upholstery..	557	546	281	660	19,897	18,843	659	3
<i>Buffalo</i>	33	33	13	63	2,014	1,982	63	.....
<i>Herkimer</i>	6	6	.....	16	1,002	1,018	16	1
<i>Jamestown</i>	37	35	7	85	2,439	2,351	85	.....
<i>New York City</i>	304	299	159	325	7,087	6,222	324	1
<i>Rochester</i>	23	23	11	33	1,488	1,521	33	1
b. Caskets.....	31	30	7	73	1,563	1,620	73	.....
<i>New York City</i>	16	15	2	41	760	792	41	.....
<i>Oneida</i>	1	1	.....	8	311	319	8	.....
c. Store, office and kitchen fix- tures.....	150	146	64	255	5,064	4,730	255	5
<i>Buffalo</i>	6	6	.....	19	287	257	19	.....
<i>New York City</i>	117	115	52	115	3,429	3,044	115	2
<i>Rochester</i>	5	5	1	89	743	813	89	2
d. Mirror and picture frames.	141	138	75	110	1,908	1,659	109	.....
<i>New York City</i>	121	118	60	95	1,415	1,221	94	.....
<i>Rochester</i>	8	8	6	8	286	252	8	.....

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.237

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Ind.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

DEVIANCES—Concluded.

231			9,231	9,031	179	21				9,021	210		
372			3,372	3,197	169	6				3,372			
649			6,649	6,624	10	16				6,649			
671	279	4,335	17,057	21,466	179	1	25		790	8,383	11,206	1,293	
685	18	20	2,127	2,147	18					2,147	18		
697		183	3,924	4,091	16		1			1,722	2,386		
709	26	1,312	3,971	6,254	31		24		790	630	3,978	11	
601	456	2,356	3,789	6,554	36	8	3		1,133	4,905	556	7	
325	2	160	1,173	1,326						1,323	3		
169	155	1,702	2,312	4,130	29	7	3		1,113	3,002	47	7	
304			304	300	4					304			
212	227	2,438	5,547	8,038	121	10	43		3	873	7,336		
961		85	2,276	2,291	60	4	16			86	2,276		
913		165	848	985	8	3	17			3	1,010		
989	7	221	461	662	26		1			3	686		
687			937	937							937		
555		30	826	835	20					398	467		
328	1,093	4,484	6,751	9,695	719	203	1,613	98	147	7,458	4,371	352	
123	250	927	746	1,499	34	38	338	14	61	1,299	563		
170	169	467	534	940	26	22	174	8	69	933	178		
145	14	231		181	6	10	44	6		246			
144	12	20	212	242			2				244		
61	4	157		66		1	103	1		46	116		
52	282	1,006	2,564	2,659	227	125	767	74	35	3,504	310	3	
748	15		293	199	12	2	96			15	293		
67	204	163		306	16	7	37	2	25	322	17	3	
49	43	776	2,271	2,070	199	116	633	72	10	3,080			
39	288	555	1,396	1,883	210	21	123	2	16	980	1,039	204	
93	261	245	687	978	46	3	66	1	16	621	466		
34	11	126	697	669	142	3	19	1		319	416		
12			212	150	16	8	39			8		204	
57	74	531	1,052	1,208	162	6	280	1	21	413	1,223		
22	64	106	1,062	792	166	4	270	1	21	133	1,068		
74		214		210	1		3			104	110		
57	199	1,465	993	2,446	86	13	105	7	14	1,262	1,236	145	
63			300	300						300			
60	10	193		197	6						203		
60	116	761	693	1,458	71	7	24		13	679	723	145	
68	23,716	91,143	162,529	265,296	5,837	1,365	14,556	334	12,022	137,760	115,983	11,623	9

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of own-ers at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
III. WOOD MANUFACTURING								
5. FURNITURE AND CABINET WORK —(Concluded.								
e. Other cabinet work.....	189	187	88	108	4,409	3,798	108	
<i>Buffalo</i>	4	4	2	9	249	258	9	
<i>New York City</i>	184	182	76	90	3,751	3,165	90	
6. PIANOS, ORGANS, ETC.....	214	212	94	388	14,016	13,951	381	
<i>New York City</i>	157	156	66	300	10,548	10,445	293	
7. BROOMS, CORK, ETC.....	115	110	43	102	4,230	4,118	99	
a. Pulp and fiber goods.....	2	2		12	374	381	12	
b. Mats and woven goods (<i>New York City</i>).....	14	13	3	11	618	606	8	
c. Brooms.....	38	38	17	16	1,087	1,085	16	
<i>Amsterdam</i>	4	4		5	541	546	5	
d. Articles of cork.....	30	29	6	26	650	650	26	
<i>New York City</i>	29	28	6	22	621	617	22	
e. Pipes, tobacco.....	29	26	17	32	1,441	1,333	32	
<i>New York City</i>	23	22	12	26	1,278	1,171	26	
f. Fireproofing lumber.....	2	2		5	60	63	5	
Total—Group III.....	3,060	3,012	1,553	3,112	89,772	83,941	3,103	1
IV. LEATHER AND LEATHER GOODS								
1. LEATHER.....	131	126	21	110	6,356	5,912	110	
<i>Ballston</i>	1	1		4	480	395	4	
<i>Buffalo</i>	4	4	2	16	639	655	16	
<i>Gloversville</i>	31	31		5	1,429	1,369	5	
<i>Johnstown</i>	11	11	3	1	447	440	1	
<i>New York City</i>	37	36	11	35	614	553	35	
<i>Olean</i>	7	5		8	555	419	8	
2. FURS AND FUR GOODS.....	826	817	508	273	10,790	7,858	261	
<i>New York City</i>	799	790	494	264	10,428	7,545	252	
3. LEATHER AND CANVAS GOODS..	1,099	1,088	513	1,398	41,298	39,228	1,394	
a. Belting, washers, etc.....	32	32	13	68	955	928	68	
<i>Glen Cove</i>	1	1		8	450	388	8	
<i>New York City</i>	18	18	5	46	349	391	46	
b. Saddlery and harness.....	124	124	82	84	1,464	1,342	83	
<i>Buffalo</i>	15	15	13	19	437	388	19	
<i>New York City</i>	59	59	38	47	525	481	46	
c. Traveling bags and trunks.	95	92	28	59	1,591	1,565	59	
<i>New York City</i>	83	80	23	49	1,241	1,216	49	
d. Boots and shoes.....	254	252	124	750	22,946	22,289	750	
<i>Auburn</i>	1	1		38	2,140	1,779	38	
<i>Endicott</i>	2	2		113	1,431	1,544	113	
<i>Lestershire</i>	1	1		26	1,615	1,641	26	
<i>New York City</i>	138	136	73	281	8,367	8,130	281	
<i>Rochester</i>	60	60	20	190	6,344	6,094	190	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
2,365	963	1,402	.....	2,316	44	5	.....	.....	35	99	2,070	161	.....
309	98	213	.....	308	.....	1	.....	.....	33	14	262	.....	.....
3,553	4,771	14,382	4,400	21,175	639	212	1,455	72	2,167	6,407	14,885	94	1
6,513	3,456	10,121	2,936	16,141	260	91	20	1	2,001	4,469	9,949	94	.....
1,325	57	1,268	.....	1,264	32	29	.....	.....	164	37	1,124	.....	.....
5,863	1,021	3,212	1,630	5,784	71	5	3	.....	1,222	1,257	3,384	.....	.....
1,006	97	909	.....	1,001	4	1	.....	.....	17	829	160	.....	.....
1,049	890	2,429	730	3,401	245	89	306	8	54	787	3,208	.....	1
636	15	96	526	540	83	13	.....	.....	13	12	611	.....	.....
1,384	283	1,101	.....	1,306	51	26	1	.....	17	336	1,031	.....	.....
230	.....	76	204	224	37	19	.....	.....	.....	205	75	.....	.....
250	31	219	.....	213	24	3	8	2	.....	9	241	.....	.....
1,991	425	1,832	734	1,633	134	32	1,129	63	112	1,151	1,728	.....	.....
299	32	267	.....	79	5	4	198	13	16	187	96	.....	.....
1,465	318	1,413	734	1,479	123	26	787	50	70	904	1,491	.....	.....
1,669	593	1,285	791	2,425	197	27	20	.....	81	425	2,163	.....	2
245	79	166	.....	238	5	2	.....	.....	17	33	195	.....	.....
444	201	462	791	1,283	159	2	.....	.....	.....	246	1,198	.....	.....
216	1,641	3,338	237	4,686	126	53	345	6	434	1,559	3,013	210	.....
445	161	287	.....	432	4	6	6	.....	23	95	330	.....	.....
428	141	287	.....	419	3	5	1	.....	23	95	310	.....	.....
150	313	837	.....	860	37	17	232	4	90	280	592	188	.....
391	163	228	.....	336	9	6	38	2	75	207	109	.....	.....
618	1,167	2,214	237	3,394	85	30	107	2	321	1,184	2,091	22	.....
434	63	134	237	377	19	12	26	.....	2	81	351	.....	.....
558	651	907	.....	1,474	20	13	49	2	310	852	392	4	.....
229	65	155	.....	215	4	.....	1	.....	5	169	46	.....	.....
446	4,865	19,468	5,113	27,199	639	176	1,410	22	4,189	7,331	17,584	342	.....
184	2,285	12,155	3,744	16,737	479	118	849	1	1,233	3,126	13,532	293	.....
919	112	890	917	1,657	159	32	71	.....	8	203	1,708	.....	.....
902	14	397	591	956	25	8	13	.....	.....	8	994	.....	.....
265	97	1,639	630	2,202	40	14	10	.....	.....	288	1,978	.....	.....
952	1,323	4,410	225	5,391	48	10	509	.....	1,149	1,603	2,973	233	.....
483	59	848	581	1,410	48	8	21	1	.....	197	1,291	.....	.....
547	126	1,110	311	1,141	16	5	376	9	212	630	705	.....	.....
751	42	709	.....	513	13	1	215	9	98	607	46	.....	.....
311	.....	311	.....	204	.....	.....	107	.....	107	.....	204	.....	.....
475	811	2,606	1,058	4,256	81	22	104	12	1,441	1,674	1,320	40	.....
232	7	231	.....	202	26	10	.....	.....	.....	12	226	.....	.....
929	726	1,772	431	2,883	32	4	9	1	1,435	919	575	.....	.....
124	10	87	627	594	18	6	95	11	.....	724	.....	.....	.....
550	630	920	.....	1,430	40	14	66	.....	64	634	843	9	.....
127	551	576	.....	1,063	28	10	26	.....	64	567	457	9	.....
144	31	213	.....	211	6	1	26	.....	.....	13	231	.....	.....

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
IV. LEATHER AND RUBBER GOODS.								
3. LEATHER AND CANVAS GOODS—								
<i>Concluded.</i>								
e. Gloves and mittens.....	168	167	38	101	6,070	5,980	101	
<i>Gloversville</i>	76	76	6	57	3,841	3,838	57	
<i>Johnstown</i>	26	26		17	886	903	17	
<i>New York City</i>	29	28	11	8	395	350	8	
f. Fancy leather goods.....	327	322	178	245	6,891	5,888	242	
<i>New York City</i>	307	302	168	216	6,460	5,459	213	
g. Canvas and sporting goods	99	99	50	91	1,381	1,236	91	
<i>New York City</i>	69	69	35	80	1,070	957	80	
4. RUBBER AND GUTTA PERCHA GOODS.....								
<i>Buffalo</i>	6	6	1	11	432	388	11	
<i>New York City</i>	94	91	36	270	3,626	3,476	271	1
<i>Yonkers</i>	2	2		22	439	461	22	
5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.....								
a. Pearl buttons, handles, etc.	43	41	19	58	2,331	2,237	58	
<i>Amsterdam</i>	3	3		20	596	552	20	
<i>New York City</i>	38	36	19	37	1,590	1,539	37	
b. Articles of horn, bone, tor- toise shell, etc.....	68	68	33	110	3,216	3,095	110	
<i>New York City</i>	53	53	31	26	1,183	1,077	26	
<i>Rochester</i>	6	6		54	941	995	54	
<i>Seneca Falls</i>	1	1		3	226	229	3	
c. Brushes.....	82	82	43	98	2,177	2,161	98	
<i>New York City</i>	55	55	29	80	1,335	1,317	80	
<i>Troy</i>	12	12	7	11	554	564	11	
d. Mattresses, pillows, and other articles of hair, feathers, etc.....	100	98	67	55	1,483	1,397	53	
<i>New York City</i>	83	81	60	52	1,335	1,264	50	
Total—Group IV.....	2,468	2,436	1,252	2,422	72,699	66,771	2,405	2
V. CHEMICALS, OILS AND DRUGS.								
1. DRUGS AND CHEMICALS.....								
a. Proprietary medicines.....	116	115	28	709	2,356	2,786	709	
<i>Buffalo</i>	10	10	6	46	425	437	46	
<i>New York City</i>	78	78	14	511	1,417	1,767	511	
b. Sodas and other alkalies...	28	28	1	363	4,788	5,117	355	
<i>Niagara Falls</i>	6	6		38	720	758	38	
<i>Solvay</i>	1	1		255	3,386	3,641	255	
d. Other chemicals and drugs.	143	143	31	712	6,324	6,775	710	
<i>Buffalo</i>	4	4	2	18	416	434	18	
<i>Greece</i>	1	1		22	1,494	1,516	22	
<i>New York City</i>	102	102	21	543	2,863	3,182	543	
<i>Niagara Falls</i>	5	5		22	622	693	20	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

PER GOODS—Concluded.

5,879	787	3,530	1,562	3,044	63	42	2,685	45	203	425	5,250	1	1
3,781	306	1,914	1,562	2,004	47	36	1,664	30	.....	58	3,723	.....	1
886	181	786	.....	466	3	3	413	1	.....	4	888	.....	.....
342	179	163	.....	170	3	1	164	4	129	182	30	1	.....
5,646	1,830	3,816	.....	3,621	126	79	1,754	66	255	2,244	3,140	7	3
5,246	1,710	3,536	.....	3,471	102	62	1,571	40	260	2,149	2,840	7	3
1,145	526	619	.....	707	7	5	417	9	107	718	320	.....	.....
877	401	476	.....	551	2	2	317	6	83	695	89	.....	.....
4,562	480	1,657	2,425	2,999	149	58	1,319	37	230	1,625	2,707	.....	1
377	37	110	230	354	3	1	19	.....	3	23	361	.....	.....
3,206	376	1,312	1,517	1,975	113	49	1,032	36	221	1,137	1,847	.....	1
439	13	.....	466	243	11	6	179	1	6	433	.....	.....	.....
5,571	1,276	5,364	1,931	4,742	195	78	3,409	147	506	3,684	4,369	12	2
2,179	179	1,191	809	1,093	31	11	980	64	131	375	1,673	.....	.....
532	.....	227	306	260	6	2	257	18	.....	20	512	.....	.....
1,502	164	834	504	728	26	9	693	46	131	355	1,016	.....	.....
2,985	248	1,615	1,122	1,570	78	28	1,253	56	12	1,571	1,402	.....	2
1,061	236	608	207	715	28	10	276	22	12	352	687	.....	.....
941	6	246	689	412	25	8	479	17	.....	941	.....	.....	.....
226	.....	.....	226	118	3	1	102	2	.....	3	223	.....	.....
2,063	318	1,745	.....	1,439	74	38	499	13	179	864	1,020	.....	.....
1,237	218	1,019	.....	745	52	25	409	6	170	639	428	.....	.....
553	30	523	.....	509	21	2	21	.....	7	153	413	.....	.....
1,344	531	813	.....	640	12	1	677	14	184	874	274	12	.....
1,214	425	789	.....	569	12	1	618	14	177	840	185	12	.....
64,366	11,074	32,015	21,277	42,743	1,481	616	18,994	532	2,251	25,721	36,256	138	9

PAINTS, ETC.

12,904	1,231	4,573	7,100	9,719	125	72	2,940	48	2,057	4,322	6,216	309	.....
2,077	535	1,542	.....	746	43	15	1,261	12	1,131	790	156	.....	.....
391	61	330	.....	84	7	1	298	1	20	354	17	.....	.....
1,256	340	916	.....	489	31	9	716	11	906	235	116	.....	.....
4,762	80	555	4,127	4,387	40	21	298	16	45	1,084	3,600	33	.....
720	.....	226	494	713	5	2	.....	.....	.....	616	72	33	.....
3,386	.....	.....	3,386	3,386	25	1	33	1	1	34	3,351	.....	.....
6,065	616	2,476	2,973	4,586	42	36	1,381	20	881	2,448	2,460	276	.....
416	16	160	250	407	.....	1	8	.....	11	.....	406	.....	.....
1,494	.....	.....	1,494	913	18	10	541	12	.....	1,494	.....	.....	.....
2,639	466	1,453	721	2,004	13	20	596	6	869	636	873	261	.....
673	21	144	508	666	5	.....	3	.....	.....	.....	658	15	.....

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
V. CHEMICALS, OILS.								
2. PAINTS, DYES AND COLORS	218	217	54	627	7,302	7,672	627	2
a. Paint, varnish, etc.	116	116	27	281	3,236	3,353	281	2
<i>New York City</i>	99	99	24	229	2,993	3,095	229	2
b. Dyes, colors and inks	99	98	26	331	2,134	2,376	331	
<i>Buffalo</i>	6	5		17	214	231	17	
<i>New York City</i>	82	81	26	269	1,683	1,867	269	
c. Lead pencils and crayons (<i>New York City</i>)	3	3	1	15	1,932	1,943	15	
3. WOOD ALCOHOL AND ESSENTIAL OILS	75	74	18	196	1,389	1,541	196	
<i>Buffalo</i>	10	10	5	44	437	469	44	
<i>New York City</i>	39	38	9	140	569	690	140	
4. ANIMAL OIL PRODUCTS	54	54	10	88	1,107	1,116	88	
<i>New York City</i>	29	29	4	37	292	315	37	
<i>Promised Land</i>	1	1		5	200	175	5	
<i>Syracuse</i>	6	6	2	16	363	350	16	
5. MINERAL OIL PRODUCTS	36	36	2	128	2,924	2,983	128	
<i>Buffalo</i>	2	2		30	242	272	30	
<i>New York City</i>	22	22		47	2,064	2,073	47	
<i>Olean</i>	2	2		13	270	252	13	
<i>Rochester</i>	1	1		26	242	268	26	
6. SOAP, PERFUMERY AND COS-METICS	115	115	43	1,711	4,257	5,761	1,711	
<i>Buffalo</i>	8	8	7	1,221	1,463	2,674	1,221	
<i>New York City</i>	85	85	26	452	2,523	2,790	452	
7. MISCELLANEOUS CHEMICAL PROD-UCTS	73	73	20	136	3,126	2,988	136	
a. Wax figures, etc.	8	8	4	5	108	101	5	
b. Starch	7	7	1	21	498	519	21	
<i>Oswego</i>	2	2	1	10	452	462	10	
c. Glue, mucilage, etc.	28	28	6	53	769	763	53	
<i>New York City</i>	19	19	4	47	508	526	47	
d. Fertilizers	6	6	1	31	477	405	31	
<i>Buffalo</i>	1	1		23	180	203	23	
<i>Cheektowaga</i>	1	1		7	243	157	7	
e. Matches and explosives	9	9	1	12	973	903	12	
<i>New York City</i>	7	7	1	5	453	437	5	
<i>Oswego</i>	1	1		6	430	436	6	
f. Celluloid and other plastics	15	15	7	14	301	297	14	
Total—Group V	858	855	207	4,670	33,573	36,739	4,660	

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.245

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-19 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

PAINTS, ETC.—Concluded.

7,045	980	3,354	2,711	4,932	128	66	1,867	52	717	3,117	3,203	8	.....
3,072	469	1,816	787	2,669	30	30	334	9	245	1,199	1,628	.....	.....
2,866	410	1,669	787	2,490	26	26	315	9	186	1,179	1,502	.....	.....
2,045	507	1,538	.....	1,585	25	9	425	1	472	755	810	8	.....
214	19	196	.....	157	7	1	48	1	.....	74	140	.....	.....
1,598	427	1,171	.....	1,265	17	7	319	.....	469	556	566	8	.....
1,928	4	.....	1,924	678	73	27	1,108	42	.....	1,163	765	.....	.....
1,345	413	682	250	1,209	4	.....	132	.....	146	154	644	401	.....
425	28	147	250	419	.....	.....	6	.....	28	29	270	98	.....
550	166	384	.....	430	3	.....	117	.....	112	120	318	.....	.....
1,028	221	807	.....	850	14	28	113	23	40	143	845	.....	.....
278	127	161	.....	200	3	2	13	.....	36	57	185	.....	.....
170	.....	170	.....	170	.....	.....	.....	.....	.....	.....	170	.....	.....
334	29	306	.....	210	9	20	73	22	.....	73	261	.....	.....
2,855	162	846	1,847	2,710	35	25	85	.....	8	2,185	595	67	.....
242	.....	242	.....	242	.....	.....	.....	.....	.....	120	122	.....	.....
2,026	78	574	1,574	1,884	33	25	84	.....	8	1,806	212	.....	.....
239	8	231	238	238	1	.....	.....	.....	.....	.....	231	8	.....
242	.....	242	242	241	1	.....	.....	.....	.....	242	.....	.....	.....
4,050	535	1,471	2,044	2,231	257	16	1,509	37	595	2,744	708	3	.....
1,453	31	77	1,345	870	192	3	388	.....	.....	1,163	290	.....	.....
2,338	408	1,231	699	1,239	64	13	987	35	595	1,428	312	3	.....
2,852	302	1,403	1,147	2,115	55	34	604	44	103	690	1,969	90	.....
96	62	34	.....	64	.....	.....	28	4	36	43	17	.....	.....
498	26	55	417	355	12	6	120	5	17	26	455	.....	.....
452	.....	36	417	321	12	5	109	5	.....	20	432	.....	.....
710	114	296	300	589	4	4	108	5	21	470	219	.....	.....
479	64	116	300	399	3	4	70	3	21	463	6	.....	.....
374	24	350	.....	365	9	.....	.....	.....	19	.....	355	.....	.....
180	.....	180	.....	180	.....	.....	.....	.....	.....	.....	180	.....	.....
150	.....	150	.....	141	9	.....	.....	.....	.....	.....	150	.....	.....
891	6	455	430	491	25	23	322	30	6	89	796	.....	.....
432	6	426	.....	254	1	7	160	10	6	53	373	.....	.....
430	.....	430	430	215	24	16	155	20	.....	36	394	.....	.....
283	70	213	.....	251	5	1	26	.....	4	62	127	90	.....
32,079	3,844	13,136	15,099	23,766	618	241	7,250	204	3,666	13,355	14,180	878	.....

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspections.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
VI. PAPER								
1. SORTING WASTE PAPER.....	37	37	16	10	580	554	10	
<i>New York City</i>	36	36	16	10	541	515	10	
2. PULP AND PAPER.....	218	209	41	320	15,088	15,040	320	1
a. Pulp mills.....	54	51	2	37	2,973	2,861	37	
<i>Fenimore</i>	3	3		6	246	252	6	
<i>Fort Edward</i>	1	1		7	550	557	7	
b. Pulp and paper mills.....	40	38	10	117	5,791	5,794	117	
<i>Carthage</i>	5	4		6	348	352	6	
<i>Mechanicville</i>	1	1		17	651	667	17	
<i>Norfolk</i>	2	2		6	409	415	6	
<i>Palmer Falls</i>	1	1		5	665	670	5	
<i>Piercefield</i>	1	1		6	290	286	6	
<i>South Glens Falls</i>	1	1		8	360	350	8	
<i>Ticonderoga</i>	2	2		5	515	486	5	
c. Paper mills.....	124	120	29	166	6,324	6,385	166	1
<i>Deferiet</i>	2	1			435	435		
<i>New York City</i>	11	11	2	31	722	747	31	
<i>Niagara Falls</i>	4	4		12	724	726	12	
<i>Sandy Hill</i>	3	3		11	467	478	11	
Total—Group VI.....	255	246	57	330	15,668	15,594	330	1
VII. PRINTING AND								
1. TYPE AND PRINTERS' MATERIALS	28	28	19	54	322	320	54	1
<i>New York City</i>	26	26	15	52	308	304	52	1
2. PAPER GOODS.....	544	524	200	1,253	22,231	21,806	1,243	8
a. Paper boxes and tubes.....	307	295	103	333	13,468	12,971	329	2
<i>Buffalo</i>	10	10	5	37	1,590	1,604	36	2
<i>New York City</i>	211	200	79	210	8,502	8,152	207	
<i>Rochester</i>	17	16	5	28	1,100	925	28	
b. Paper bags and sacks.....	24	24	9	81	1,643	1,664	81	
<i>New York City</i>	12	12	6	46	650	620	46	
<i>Sandy Hill</i>	1	1		8	349	357	8	
c. Other paper goods.....	213	205	88	839	7,120	7,171	833	6
<i>New York City</i>	193	186	80	801	6,467	6,528	795	6
3. PRINTING AND BOOK MAKING...	2,691	2,664	1,520	8,113	68,324	70,476	8,077	110
a. Printing and publishing...	2,088	2,072	1,156	6,674	44,103	46,814	6,652	76
<i>Albany</i>	28	28	10	146	1,636	1,761	146	
<i>Buffalo</i>	73	73	52	329	2,130	2,373	323	
<i>New York City</i>	1,229	1,221	622	6,110	31,678	33,483	6,098	72
<i>Rochester</i>	49	49	37	182	1,266	1,432	182	1
b. Bookbinding and blank-book making.....	304	297	226	565	9,571	9,512	553	11
<i>New York City</i>	256	249	191	448	8,281	8,137	436	10
c. Lithographing and engraving.....	248	245	123	774	12,432	12,001	772	23
<i>Buffalo</i>	14	14	1	76	1,213	926	76	
<i>New York City</i>	209	206	105	645	10,368	10,195	643	21

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.245

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-19 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
7,045	980	3,354	2,711	4,932	128	66	1,867	52	717	3,117	3,203	8	
3,072	469	1,816	787	2,669	30	30	334	9	245	1,199	1,628		
2,468	410	1,669	787	2,490	26	26	316	9	186	1,179	1,502		
2,045	507	1,538		1,585	25	9	425	1	472	755	810	8	
214	19	196		167	7	1	48	1		74	140		
1,568	427	1,171		1,255	17	7	319		469	556	566	8	
1,928	4		1,924	678	73	27	1,108	42		1,163	765		
1,345	413	682	250	1,209	4		132		146	154	644	401	
426	28	147	260	419			6		28	29	270	98	
550	168	384		430	3		117		112	120	318		
1,028	221	807		850	14	28	113	23	40	143	845		
278	127	151		260	3	2	13		36	57	186		
170		170		170							170		
334	29	306		210	9	20	73	22		73	261		
1,555	162	846	1,847	2,710	35	25	85		8	2,185	595	67	
242		242		242						120	122		
1,020	78	574	1,374	1,884	33	26	84		8	1,806	212		
239	8		231	238	1						231	8	
242			242	241	1					242			
1,050	535	1,471	2,044	2,231	257	16	1,509	37	595	2,744	708	3	
453	31	77	1,345	870	192	3	388			1,163	290		
338	408	1,231	699	1,239	64	13	987	35	596	1,428	312	3	
852	302	1,403	1,147	2,115	55	34	604	44	103	690	1,969	90	
96	62	34		64			28	4	36	43	17		
498	26	55	417	355	12	6	120	5	17	26	455		
452		36	417	321	12	6	109	6		20	432		
710	114	296	300	589	4	4	108	5	21	470	219		
479	64	116	300	399	3	4	70	3	21	453	6		
374	24	350		365	9				19		355		
180		180		180							180		
150		150		141	9						150		
691	6	455	430	491	25	23	322	30	6	89	796		
232	6	426		254	1	7	160	10	6	53	373		
430			430	216	24	16	156	20		36	394		
283	70	213		251	5	1	26		4	62	127	90	
1,079	3,844	13,136	15,099	23,766	618	241	7,250	204	3,666	13,355	14,180	878	

AINTS, ETC.—Concluded.

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
VII. PRINTING AND								
3. PRINTING AND BOOK MAKING—								
<i>Concluded.</i>								
d. Games and novelties.....	51	50	15	100	2,218	2,149	100	
<i>New York City</i>	48	47	13	100	2,158	2,092	100	
4. WALL PAPER.....	15	15		144	2,184	2,208	136	
<i>Buffalo</i>	1	1		29	206	235	29	
<i>New York City</i>	8	8		60	1,031	986	52	
<i>Queensburg</i>	1	1		10	255	265	10	
<i>Sandy Hill</i>	1	1		21	265	286	21	
<i>Schuylerville</i>	1	1		6	197	203	6	
5. PHOTOGRAPHY.....	42	42	21	281	526	759	279	
<i>New York City</i>	40	39	21	58	386	399	56	
Total—Group VII.....	3,320	3,273	1,760	9,845	93,587	95,569	9,789	119
VIII. TEX								
1. SILK AND SILK GOODS.....	122	121	30	252	13,568	12,949	246	2
<i>Amsterdam</i>	3	3		6	770	666	3	
<i>Hornell</i>	5	5		13	1,225	1,221	13	
<i>New York City</i>	66	65	19	133	6,259	6,038	127	2
2. WOOL MANUFACTURES.....	140	139	39	325	19,684	19,244	288	1
a. Carpets and rugs.....	58	57	19	116	8,763	8,694	79	
<i>Amsterdam</i>	5	5		15	3,422	3,437	15	
<i>Firthcliffe</i>	1	1		10	623	633	10	
<i>New York City</i>	33	33	9	18	662	561	18	
<i>Yonkers</i>	3	2	1	59	2,997	3,019	22	
b. Felt goods.....	20	20	7	65	1,762	1,823	65	
<i>Dolgeville</i>	3	3		15	439	450	15	
<i>New York City</i>	7	7	2	19	265	284	19	
<i>Rensselaer</i>	1	1		9	290	299	9	
c. Woolens and worsteds....	62	62	13	144	9,159	8,727	144	1
<i>Amsterdam</i>	2	2		21	514	535	21	1
<i>Fulton</i>	1	1		8	1,142	1,112	8	
<i>Jamestown</i>	6	6		30	1,952	1,827	30	
<i>Stottville</i>	1	1			574	574		
<i>Utica</i>	1	1		12	782	794	12	
3. COTTON GOODS.....	86	85	8	157	12,047	12,003	158	1
<i>Cohoes</i>	8	8		26	2,761	2,787	26	
<i>Garnerville</i>	1	1		3	702	705	3	
<i>New York City</i>	30	29	6	41	724	709	40	1
<i>New York Mills</i>	3	3		23	2,288	2,311	23	
<i>Utica</i>	6	6		14	2,630	2,615	16	
4. HOSIERY AND KNIT GOODS....	241	237	49	423	32,006	31,709	428	4
<i>Amsterdam</i>	10	10		31	3,524	3,555	31	
<i>Cohoes</i>	23	23	1	52	3,171	3,223	52	
<i>Little Falls</i>	7	7		15	2,335	2,258	15	
<i>New York City</i>	77	75	36	59	2,193	2,017	59	2

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
AND PULP.													
544	229	315	.....	352	1	.....	190	1	5	82	413	44	.....
505	225	280	.....	350	1	.....	173	1	5	82	374	44	.....
14,720	738	8,535	5,447	13,833	113	20	745	9	4,052	1,238	3,069	6,341	.....
2,824	204	1,855	765	2,780	21	3	18	2	915	263	515	1,131	.....
246	7	24	216	246	.....	.....	.....	.....	239	7	.....	.....	.....
550	.....	.....	550	550	.....	.....	.....	.....	550	.....	.....	.....	.....
5,677	.....	2,447	3,230	5,442	41	3	190	1	1,696	751	565	2,665	.....
346	.....	346	.....	309	.....	.....	37	.....	.....	.....	107	239	.....
650	.....	.....	650	625	.....	.....	25	.....	.....	.....	25	625	.....
409	.....	107	302	390	4	2	12	1	.....	397	12	.....	.....
665	.....	.....	665	661	.....	.....	4	.....	665	.....	.....	.....	.....
280	.....	.....	280	250	10	.....	20	.....	280	20	.....	.....	.....
342	.....	.....	342	342	.....	.....	.....	.....	342	.....	.....	.....	.....
481	.....	108	373	450	.....	.....	31	.....	211	270	.....	.....	.....
6,219	534	4,233	1,452	5,611	51	14	537	6	1,441	224	2,009	2,545	.....
435	.....	.....	435	429	.....	.....	6	.....	429	6	.....	.....	.....
716	15	364	337	531	16	11	156	2	2	21	654	39	.....
714	.....	244	470	700	.....	.....	14	.....	596	91	27	.....	.....
497	.....	257	210	447	2	.....	18	.....	249	8	12	198	.....
5,264	967	8,850	5,447	14,185	114	20	935	10	4,057	1,320	3,502	6,385	.....
PAPER GOODS.													
266	143	123	.....	236	6	4	20	.....	46	173	47	.....	.....
252	129	123	.....	222	6	4	20	.....	46	173	33	.....	.....
0,563	2,478	12,841	5,244	7,174	388	221	12,181	599	1,530	13,127	5,783	123	1
2,642	1,434	9,067	2,141	3,893	275	170	7,826	478	731	7,958	3,923	30	1
1,568	23	517	1,028	150	26	22	1,277	93	.....	252	1,316	.....	.....
7,925	1,013	5,799	1,113	2,671	175	64	4,750	265	621	6,114	1,190	.....	1
897	82	815	.....	218	12	8	634	25	107	790	.....	.....	.....
1,583	78	934	571	759	31	8	772	13	16	365	1,109	93	.....
574	52	300	222	319	19	1	231	4	16	84	474	.....	.....
349	.....	.....	349	181	.....	.....	168	.....	.....	.....	349	.....	.....
5,338	966	2,840	2,532	2,522	82	43	3,583	108	783	4,804	751	.....	.....
6,733	913	2,238	2,532	2,234	75	37	3,287	100	774	4,593	366	.....	.....
2,399	12,773	28,236	21,390	44,425	1,578	615	15,353	428	20,767	38,966	2,612	54	15
0,162	9,933	18,056	12,173	31,284	905	423	7,420	130	15,940	22,361	1,809	52	14
1,615	101	669	845	1,218	4	7	380	6	1,415	198	2	.....	.....
2,050	388	866	798	1,616	68	53	312	1	652	1,147	251	.....	1
3,385	6,068	12,887	9,430	22,692	611	241	4,751	90	10,679	17,318	340	48	4
1,250	210	1,040	.....	966	20	30	235	9	449	801	.....	.....	.....
1,959	1,526	5,096	2,337	4,484	207	85	3,958	225	683	7,755	519	2	1
7,701	1,288	4,571	1,842	3,873	161	70	3,388	209	671	6,626	402	2	1
.....
229	1,113	4,464	5,652	8,022	448	100	2,596	63	4,033	7,007	189	.....	.....
850	51	518	221	607	38	20	185	.....	96	754	.....	.....	.....
1,552	869	3,697	4,266	6,763	383	75	2,269	62	3,896	5,467	189	.....	.....

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
VIII. TEXTILES								
4. HOSIERY AND KNIT GOODS—Con.								
Perry.....	1	1	.....	15	1,045	1,060	15	1
Philmont.....	4	4	.....	10	998	975	10	.....
Troy.....	5	5	.....	12	1,136	1,127	12	.....
Utica.....	16	15	.....	50	4,096	4,132	55	.....
Waterford.....	8	8	.....	16	1,235	1,194	16	.....
5. OTHER TEXTILES OF SILK, WOOL OR COTTON.....	416	410	192	331	15,564	13,547	329	3
a. Dyeing, finishing, etc.....	38	38	12	34	2,489	2,422	34	.....
Chadwick.....	1	1	.....	7	316	323	7	.....
New York City.....	28	28	12	12	932	872	12	.....
Newburgh.....	1	1	.....	4	261	236	4	.....
Wappingers Falls.....	1	1	.....	8	857	865	8	.....
b. Upholstery goods.....	46	46	21	77	2,660	2,479	77	2
New York City.....	35	35	20	41	1,377	1,254	41	1
Patchogue.....	1	1	.....	23	552	575	23	1
Rochester.....	3	3	.....	8	404	350	8	.....
c. Braids, embroideries and dress trimmings.....	332	326	159	220	10,415	8,646	218	1
New York City.....	321	315	149	220	10,330	8,561	218	1
6. FLAX, HEMP AND JUTE MANU-FACTURES.....	45	45	5	137	7,966	7,744	137	3
Auburn.....	2	2	.....	30	919	949	30	.....
New York City.....	36	36	4	90	6,620	6,364	90	3
7. OIL CLOTH, WINDOW SHADES, ETC.....	17	17	7	38	1,664	1,669	38	.....
Buchanan.....	1	1	.....	5	208	213	5	.....
Minetto.....	1	1	1	7	317	324	7	.....
New York City.....	10	10	4	18	982	967	18	.....
Total—Group VIII.....	1,067	1,054	330	1,663	102,499	98,865	1,624	14

VIII. TEXTILES

IX. CLOTHING, MILLI

1a. TAILORING.....	5,214	5,104	4,134	1,946	90,347	83,277	1,899	16
Buffalo.....	207	206	178	58	2,427	2,380	58	.....
New York City.....	4,131	4,033	3,227	1,531	71,557	64,497	1,477	10
Rochester.....	394	391	365	213	9,011	9,189	213	6
Syracuse.....	64	63	61	41	1,614	1,625	41	.....
Utica.....	26	26	13	10	1,483	1,465	17	.....
1b. SHIRTS, COLLARS AND CUFFS...	353	349	126	536	28,892	28,463	534	1
Albany.....	10	10	2	25	1,610	1,600	25	.....
Glens Falls.....	10	10	1	29	1,980	2,009	29	.....
New York City.....	217	213	97	218	7,504	7,158	217	.....
Troy.....	35	35	4	201	12,273	12,409	200	.....
1c. MEN'S NECKWEAR.....	158	152	83	121	4,156	3,922	121	2
New York City.....	156	150	80	121	4,127	3,893	121	2

a Includes 3 children under 14 in office.

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYERS (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

PAPER GOODS—Concluded.

2,049	201	620	1,228	635	18	7	1,379	10	111	1,843	95		
1,992	192	672	1,288	613	17	6	1,346	10	107	1,842	43		
2,072	36	930	1,106	1,573	191	34	265	9	5	190	1,713	164	
206			206	192	14						206		
934	19	636	380	713	90	7	121	3	6	21	908		
255			255	201	8	12	32	2		14	241		
266			266	204	18		43				266		
187		197		144	16	4	33				33	164	
480	201	279		322	18	6	133	1	228	245	7		1
343	186	158		250	15	3	74	1	228	115			1
85,780	15,631	42,409	27,740	53,730	2,181	880	27,952	1,037	22,576	52,701	10,162	341	17

FILES.

12,703	248	6,076	6,379	4,191	164	98	7,717	533	305	6,116	6,267	15	1
680		89	571	111	8	1	507	33		680			
1,308		479	729	351	10	5	838	4		9	1,199		
5,611	206	2,227	3,478	2,303	60	52	3,174	332	285	4,349	1,277		1
18,956	363	4,679	13,914	9,971	550	311	7,875	249	374	7,902	10,653	27	
5,615	231	784	7,600	4,570	219	119	3,654	53	206	4,462	3,930	17	
3,422			3,422	2,098	84	56	1,166	18		64	3,358		
623			623	385	22	28	174	14	42	581			
543	186	357		257	6	3	275	2	141	370	15	17	
2,997	2		2,995	1,300	76		1,621			2,995	2		
1,758	28	1,440	290	1,140	51	22	531	14	11	562	1,125		
435		435		312	8	13	101	1		14	421		
295	28	237		155	6	3	92	9	10	255			
290			290	139	25	1	125			290			
3,583	104	2,455	6,024	4,261	280	170	3,690	182	157	2,878	5,538	10	
514		185	329	248	4	11	247	4		15	499		
1,104			1,104	596	14	12	466	16		28	1,076		
1,797		106	1,691	567	93	46	1,017	74	94	1,703			
574			574	355	28	27	156	8		35	539		
782			782	359	10	17	378	18		35	747		
1,845	298	2,427	9,120	6,441	298	177	4,826	103	185	703	10,849	108	
2,761		243	2,518	1,258	38	47	1,398	20		67	2,694		
702			702	538	30	25	101	8		33	669		
689	190	244	235	407	2		255	5	179	152	338		
2,288			2,288	1,407	54	26	681	20		46	2,242		
2,599		141	2,458	1,392	74	38	1,070	25		63	2,536		
1,281	554	12,244	18,483	10,158	440	374	19,603	706	124	3,256	27,336	565	1
3,524		364	3,170	1,407	41	34	1,970	72		106	3,418		
3,171	64	1,954	1,163	1,074	17	14	2,010	56		504	2,667		
2,243		398	1,845	911	36	12	1,261	23		35	1,644	564	
1,958	413	1,342	203	516	19	12	1,349	62	79	1,245	633	1	1

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
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Utica.....	16	15	50	4,096	4,132	55
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Glens Falls.....	10	10	1	29	1,980	2,009	29
New York City.....	217	213	97	218	7,504	7,158	217
Troy.....	35	35	4	201	12,273	12,409	200
1c. MEN'S NECKWEAR.....	158	152	83	121	4,156	3,922	121	2
New York City.....	156	150	80	121	4,127	3,893	121	2
a Includes 3 children under 14 in office.								

Statistics of Factories Inspected: By Industries.

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Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)						

-Concluded.

1,045			1,045	456	12	8	556	13		21	1,024		
985		154	811	444	26	14	475	6	8	12	945		
1,115		168	947	349	31	9	711	16		24	1,091		
4,077	15	577	3,487	1,154	61	73	2,636	153		209	3,868		
1,178		687	491	401	1	14	745	17	2	173	1,003		
13,218	2,343	6,618	4,257	4,700	193	107	7,867	351	913	9,424	2,878	3	1
2,348	222	523	1,643	1,789	58	29	498	14	12	558	1,818		
316			316	152	7	1	156			1	316		
860	186	436	238	670	9	5	171	5	12	470	378		
232			232	140	12	2	78			2	230		
867			867	704	30	21	83	9		30	827		
2,402	197	1,653	552	760	46	31	1,476	89	240	2,012	147	3	
1,213	176	1,037		348	20	13	804	28	201	982	27	3	
552			552	253	20	4	240	35	39	513			
342		342		40	2	3	286	11		257	86		
5,428	1,924	4,442	2,062	2,151	89	47	5,893	248	661	6,854	913		1
8,343	1,839	4,442	2,062	2,118	89	47	5,846	243	661	6,850	832		1
7,607	158	1,458	5,991	2,847	363	74	4,225	98	40	4,153	3,411	3	
919			919	540	32		347				919		
6,274	156	1,046	5,072	2,140	312	58	3,677	87	40	4,127	2,104	3	
1,631	33	343	1,255	1,455	21	4	151		3	103	1,525		
208			208	195	8		5				208		
317			317	250	5		62				317		
949	22	197	730	862	6	1	80		2	68	879		
17,241	3,997	33,845	59,399	39,763	2,029	1,145	52,264	2,040	1,944	31,657	62,919	721	3

ERY, LAUNDRY, ETC.

11,378	23,148	45,702	12,528	53,352	642	223	26,742	419	5,401	41,376	33,655	946	26
2,322	792	1,530		993	40	19	1,247	23	273	1,864	185		1
18,020	18,406	36,949	7,666	45,577	416	122	16,729	176	4,922	26,966	30,216	916	18
8,976	2,314	4,320	2,342	4,174	126	47	4,510	119	175	8,229	563	9	5
1,584	345	930	309	543	12	8	964	57	3	1,563	18		
1,448	117	532	749	766	13	6	653	10	1	493	954		
7,929	1,264	10,972	15,693	7,408	205	98	19,912	306	468	14,208	13,252	1	7
1,575	6	509	1,060	134	2	3	1,368	68		631	944		1
1,600		311	1,669	693		11	1,257	19		480	1,500		
6,941	1,025	5,242	674	2,984	26	16	3,832	83	404	4,249	2,287	1	1
2,209	39	1,164	11,006	2,838	164	55	9,093	59	1	7,255	4,953		
3,501	955	2,571	275	894	21	6	2,836	44	1,222	2,449	130		
3,772	926	2,571	275	890	21	6	2,811	44	1,211	2,449	112		

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
IX. CLOTHING, MILLINERY								
1d. SUSPENDERS AND OTHER FUR- NISHING GOODS FOR MEN...	52	48	16	31	1,075	1,050	31	
New York City.....	48	44	14	30	1,042	1,030	30	
2a. DRESSMAKING.....	3,634	3,571	2,280	2,610	112,869	93,365	2,572	22
Buffalo.....	48	48	29	10	1,061	948	10	1
New York City.....	3,320	3,258	2,040	2,553	108,372	89,248	2,515	20
2b. WOMEN'S WHITE GOODS.....	273	267	99	259	14,617	13,285	252	
New York City.....	249	243	94	216	12,517	11,300	209	
2c. INFANTS' WEAR (New York City).....	85	85	23	73	3,693	3,472	73	
2d. LADIES' NECKWEAR, ETC.....	111	107	50	103	4,093	3,540	101	1
New York City.....	110	106	50	103	4,083	3,530	101	1
2e. CORSETS, GARTERS, ETC.....	98	97	52	96	2,424	2,305	91	
McGraw.....	2	2		11	265	276	11	
New York City.....	90	89	46	85	2,144	2,014	80	
3. MEN'S HATS AND CAPS.....	304	300	182	169	12,032	10,617	168	
Matteawan.....	3	3		10	1,065	888	9	
New York City.....	270	266	155	100	6,996	6,034	100	
Yonkers.....	5	5		36	2,243	2,212	36	
4a. ARTIFICIAL FEATHERS AND FLOWERS.....	227	221	45	121	5,753	5,130	121	1
New York City.....	223	217	42	121	5,728	5,116	121	1
4b. MILLINERY.....	815	801	433	392	13,581	10,468	379	
New York City.....	586	573	272	386	11,848	9,043	373	
5. MISCELLANEOUS NEEDLE WORK.	332	328	166	246	5,526	5,096	250	1
a. Curtains, embroideries, etc.	254	251	122	163	3,953	3,527	163	
New York City.....	239	236	115	162	3,667	3,252	162	
b. Quilts, comfortables, etc. (New York City).....	16	16	8	14	289	277	13	
c. Umbrellas and parasols....	62	61	36	69	1,284	1,292	74	1
New York City.....	59	58	36	69	1,273	1,281	74	1
6. LAUNDERING, CUSTOM DYEING, ETC.....	2,262	2,242	1,609	596	21,417	20,167	593	10
a ¹ . Laundries (non-Chinese)...	1,320	1,306	953	434	16,842	16,118	431	10
Buffalo.....	28	28	8	88	1,323	1,267	88	1
New York City.....	889	881	622	203	9,131	8,646	203	9
Rochester.....	16	16	8	43	1,031	1,074	43	
Troy.....	11	11	2	9	952	932	9	

a Includes one child under 14 in office.

b Includes two children under 14 in office.

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

LAUNDRY, ETC.—Continued.

1,019	177	842	.....	540	5	8	450	16	218	583	218	.....	.....
1,000	158	842	.....	533	6	6	440	16	208	578	214	.....	.....
90,793	17,766	60,093	12,934	41,948	175	61	48,105	504	5,378	69,057	15,752	406	a3
939	250	688	.....	95	2	5	820	16	347	563	8	.....	.....
86,733	16,302	57,707	12,724	41,520	171	51	44,528	463	4,836	66,782	14,409	606	3
13,033	1,176	8,351	3,506	1,379	28	11	11,370	245	1,638	10,185	1,210	.....	1
11,091	1,051	7,501	2,539	1,142	24	6	9,707	212	1,025	9,405	661	.....	1
3,399	404	2,995	.....	408	4	4	2,878	105	231	3,143	25	.....	.....
3,439	506	2,933	.....	478	17	5	2,861	78	260	3,133	46	.....	.....
3,429	496	2,933	.....	476	17	5	2,853	78	260	3,123	46	.....	.....
2,214	369	1,589	256	553	15	4	1,611	31	132	1,317	765	.....	1
265	.....	265	.....	80	.....	.....	185	.....	.....	.....	265	.....	.....
1,934	354	1,324	256	471	15	3	1,414	31	130	1,304	500	.....	1
9,449	1,746	3,391	5,312	7,017	189	84	3,094	65	1,514	6,755	2,177	3	.....
879	.....	104	775	436	26	11	400	6	.....	17	862	.....	.....
5,914	1,628	2,807	1,499	3,995	42	23	1,837	37	667	4,304	960	3	.....
1,176	3	287	1,886	1,534	101	25	502	14	236	1,940	.....	.....	.....
1,009	1,185	3,824	.....	775	22	10	4,036	164	1,823	3,143	43	.....	2
1,995	1,171	3,824	.....	775	22	10	4,027	161	1,823	3,129	43	.....	2
1,069	3,771	5,895	423	1,345	22	13	8,599	110	2,104	6,608	1,365	12	.....
1,670	2,640	5,607	423	1,292	16	9	7,257	96	1,957	5,883	818	12	.....
1,546	1,831	3,015	.....	1,495	59	31	3,176	85	504	3,632	696	14	2
1,364	1,561	1,803	.....	992	54	23	2,225	70	409	2,523	418	14	2
1,090	1,459	1,621	.....	933	54	23	2,016	64	384	2,298	394	14	2
254	51	213	.....	98	.....	.....	160	6	8	134	122	.....	.....
218	219	999	.....	405	5	8	791	9	87	975	156	.....	.....
207	208	999	.....	397	5	8	788	9	87	969	151	.....	.....
574	7,364	9,772	2,438	7,144	133	37	12,124	136	2,675	7,254	8,510	1,125	b7
687	4,953	8,814	1,920	4,127	121	33	11,280	126	2,440	6,091	6,840	316	b5
179	77	1,102	.....	214	1	1	961	2	10	553	616	.....	.....
144	2,858	5,036	570	2,537	95	21	5,752	39	1,867	2,243	4,020	314	b6
731	69	397	575	160	.....	.....	858	13	66	943	22	.....	.....
723	25	479	419	111	1	.....	793	18	176	614	133	.....	.....

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.

IX. CLOTHING, MILLINERY

6. LAUNDERING, CUSTOM DYEING, ETC.—Concluded.								
a ³ . Chinese laundries.....	716	711	525	.....	1,617	1,500	.....	.....
<i>New York City</i>	535	530	408	.....	1,266	1,169	.....	.....
b. Cleaning and dyeing.	226	225	131	162	2,958	2,549	162	.....
<i>New York City</i>	157	157	84	145	2,585	2,208	145	.....
7. CLIP SORTING.....	219	214	126	129	2,666	2,517	127	.....
<i>Buffalo</i>	20	20	7	33	544	438	33	.....
<i>New York City</i>	154	150	95	62	1,552	1,495	60	.....
Total—Group IX.....	14,137	13,886	9,424	7,428	323,141	286,674	7,312	5.

X. FOOD, LIQUORS

1a. FLOUR AND OTHER CEREAL PRODUCTS.....	493	489	339	259	4,128	4,080	257	.....
<i>Buffalo.....</i>	<i>16</i>	<i>16</i>	<i>3</i>	<i>47</i>	<i>1,205</i>	<i>1,219</i>	<i>47</i>	.....
<i>New York City.....</i>	<i>23</i>	<i>23</i>	<i>5</i>	<i>27</i>	<i>472</i>	<i>468</i>	<i>27</i>	.....
<i>Niagara Falls.....</i>	<i>4</i>	<i>4</i>	<i>2</i>	<i>44</i>	<i>456</i>	<i>488</i>	<i>48</i>	.....
1b. SUGAR AND MOLASSES REFINING.....	14	13	2	189	4,664	4,495	189	.....
<i>Lyons.....</i>	<i>1</i>	<i>1</i>	.....	<i>1</i>	<i>250</i>	<i>36</i>	<i>1</i>	.....
<i>New York City.....</i>	<i>7</i>	<i>6</i>	.....	<i>138</i>	<i>3,125</i>	<i>3,163</i>	<i>138</i>	.....
<i>Yonkers.....</i>	<i>2</i>	<i>2</i>	.....	<i>45</i>	<i>1,259</i>	<i>1,271</i>	<i>45</i>	.....
1c. FRUITS AND VEGETABLES (canning and preserving).....	183	181	38	421	12,493	9,258	419	.....
<i>New York City.....</i>	<i>51</i>	<i>51</i>	<i>14</i>	<i>195</i>	<i>2,411</i>	<i>1,970</i>	<i>195</i>	.....
<i>Rochester.....</i>	<i>10</i>	<i>9</i>	<i>3</i>	<i>55</i>	<i>1,278</i>	<i>942</i>	<i>55</i>	.....
1d. COFFEE AND SPICE ROASTING AND GRINDING.....	98	98	19	432	1,700	1,983	428	.....
<i>New York City.....</i>	<i>75</i>	<i>75</i>	<i>9</i>	<i>408</i>	<i>1,521</i>	<i>1,788</i>	<i>404</i>	.....
1e. GROCERIES NOT ELSEWHERE SPECIFIED.....	111	107	9	471	4,809	4,253	463	.....
<i>New York City.....</i>	<i>40</i>	<i>39</i>	<i>2</i>	<i>289</i>	<i>1,746</i>	<i>1,940</i>	<i>289</i>	.....
<i>Peekskill.....</i>	<i>1</i>	<i>1</i>	.....	<i>7</i>	<i>264</i>	<i>271</i>	<i>7</i>	.....
<i>Rochester.....</i>	<i>6</i>	<i>6</i>	.....	<i>57</i>	<i>433</i>	<i>207</i>	<i>57</i>	.....
<i>Silver Springs.....</i>	<i>1</i>	<i>1</i>	.....	<i>3</i>	<i>275</i>	<i>253</i>	<i>3</i>	.....
2. PROVISIONS.....	117	115	28	504	4,866	5,106	505	.....
<i>Buffalo.....</i>	<i>23</i>	<i>23</i>	<i>4</i>	<i>117</i>	<i>1,253</i>	<i>1,312</i>	<i>117</i>	.....
<i>New York City.....</i>	<i>68</i>	<i>67</i>	<i>16</i>	<i>361</i>	<i>3,298</i>	<i>3,457</i>	<i>362</i>	.....
3. DAIRY PRODUCTS.....	378	373	80	143	3,165	3,102	143	.....
<i>New York City.....</i>	<i>14</i>	<i>14</i>	<i>2</i>	<i>35</i>	<i>197</i>	<i>219</i>	<i>35</i>	.....

d Includes 6 children under 14 in office.

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

LAUNDRY, ETC.—Concluded.

1,500	1,500			1,496	2		2			2	698	800	
1,169	1,169			1,167	2					2	488	679	
2,387	911	958	518	1,521	10	4	842	10	235	1,161	972	19	3
2,063	689	856	518	1,276	10	1	767	9	183	1,107	754	19	3
2,390	1,173	1,217		1,260	10	5	1,115		127	575	1,681	7	1
405	84	321		186	3	3	213		86	101	217	1	
1,435	811	624		777	6	2	650		16	386	1,033		1
79,362	62,835	163,162	53,365	125,996	1,547	600	148,911	2,308	23,695	173,418	79,525	2,724	450

AND TOBACCO.

3,823	1,590	1,385	848	3,204	8		603	8	47	457	3,059	260	
1,202	34	680	488	853	2		340	7	13	6	1,074	110	
441	100	341		434			7		10	51	334	46	
446	1	85	360	281	4		161			360	86		
4,306	30	60	4,216	4,094	71	3	138		3	25	1,862	2,416	
36		35		35							35		
3,025	10	25	2,990	2,898	64	3	132			10	1,821	1,194	
1,226			1,226	1,220	6						4	1,222	
8,839	619	5,396	2,824	4,117	221	123	4,259	119	510	1,622	5,974	733	4
1,775	237	1,297	241	647	19	1	1,092	16	476	938	356	5	1
887	24	231	632	261	3	1	618	4		12	876		
1,555	574	981		1,004	15	1	513	22	247	888	420		
1,334	478	906		888	15	1	458	22	235	864	285		
1,790	461	2,396	933	2,280	30	10	1,450	20	328	866	2,178	418	
1,651	131	1,101	419	895	24	7	715	10	164	434	1,053		
264			264	264							264		
150	33	117		50			99	1		133	17		
250			250	198		2	50			52		198	
1,601	522	1,817	2,262	4,386	24	3	181	7	223	1,209	3,150	19	
1,195	148	212	835	1,189	6				60	631	499	5	
1,095	261	1,407	1,427	2,977	16	2	99	1	163	379	2,539	14	
1,959	1,377	1,582		2,576	18	13	343	9	161	328	1,548	922	1
184	93	91		177	3	4			95	32	26	31	1

Table XIV—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
X. FOOD, LIQUORS AND TOBACCO								
4. BAKERY PRODUCTS, CONFECTIONERY, ETC.....	4,723	4,572	3,047	1,145	31,343	29,696	1,124	
a. Macaroni and other food pastes.....	68	67	48	46	991	976	46	
New York City	61	60	33	40	800	785	40	
b. Crackers and biscuits.....	45	44	12	332	4,143	4,417	332	
Buffalo.....	8	6	2	34	595	619	34	
New York City.....	31	30	10	243	3,505	3,503	243	
c. Bread and other bakers' products.....	3,923	3,784	2,573	355	14,657	13,613	334	
New York City.....	2,539	2,415	1,567	308	10,745	9,783	288	
d. Confectionery and ice cream.....	687	677	414	412	11,552	10,690	412	
Buffalo.....	24	24	13	40	601	602	40	
New York City.....	517	508	303	310	9,048	8,634	310	
Rochester.....	14	14	3	23	793	609	23	
5. BEVERAGES.....	732	727	262	1,226	12,841	12,316	1,230	
a. Artificial ice.....	63	63	12	41	788	682	42	
New York City.....	33	33	6	24	623	626	25	
b. Cider, grape juice, etc.....	40	40	21	38	874	389	38	
c. Mineral and soda waters...	205	203	110	105	1,502	1,317	105	
New York City.....	103	101	56	79	964	882	79	
d. Malt.....	31	31	9	37	649	670	37	
Buffalo.....	16	16	6	11	310	309	11	
e. Malt liquors.....	283	282	72	831	7,851	8,060	834	
Buffalo.....	26	26	1	85	640	721	85	
New York City.....	115	114	16	548	5,163	5,201	551	
f. Vinous and distilled liquors.....	65	63	17	169	834	919	169	
New York City.....	29	29	4	68	339	382	68	
g. Miscellaneous bottling.....	45	45	21	5	343	279	5	
6. TOBACCO PRODUCTS.....	1,456	1,438	956	584	38,174	35,330	582	
a. Tobacco and snuff.....	38	38	11	32	1,288	1,142	32	
Elmira.....	7	7	1	12	478	368	12	
b. Cigars.....	1,363	1,346	927	481	33,039	30,383	479	
Binghamton.....	36	36	37	26	2,493	2,478	26	
Kingston.....	7	7	1	8	1,489	1,356	8	
New York City.....	748	737	422	407	23,957	21,759	405	
c. Cigarettes.....	55	54	18	71	3,847	3,805	71	
New York City.....	54	53	18	71	3,844	3,802	71	
Total—Group X.....	8,305	8,113	4,780	5,374	118,183	109,619	5,340	15

REPORT OF BUREAU OF FACTORY INSPECTION, 1907.

II.257

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					
TOBACCO—Concluded.													
28,572	13,370	8,624	6,578	20,554	262	97	7,374	285	582	5,358	21,660	972	5
930	213	717	.....	654	5	6	249	16	10	338	574	8	.....
745	118	627	.....	546	2	4	181	12	10	334	569	8	.....
4,085	173	1,025	2,887	2,245	40	12	1,748	40	20	286	3,779	.....	.....
585	21	276	288	316	10	1	254	4	.....	59	526	.....	.....
3,280	154	527	2,599	1,761	28	7	1,430	34	20	190	3,050	.....	.....
13,279	11,103	2,176	.....	12,744	100	33	397	5	282	1,138	11,319	540	2
9,495	7,865	1,630	.....	9,331	46	12	106	1	242	840	7,885	528	1
10,278	1,881	4,706	3,691	4,911	117	46	4,980	224	270	3,596	5,988	424	3
462	135	327	.....	179	9	.....	267	7	11	56	395	.....	.....
8,324	1,262	3,571	3,691	4,087	87	35	3,938	177	223	3,098	4,583	420	3
486	55	431	.....	152	9	2	311	12	4	249	233	.....	.....
11,086	3,374	6,628	1,084	10,919	45	8	113	1	935	5,545	3,947	659	2
640	383	257	.....	640	.....	.....	.....	.....	25	44	58	513	.....
501	244	257	.....	501	.....	.....	.....	.....	25	40	56	380	.....
351	193	158	.....	332	.....	.....	19	.....	4	17	310	20	.....
1,212	812	400	.....	1,164	24	4	20	.....	12	196	936	68	1
803	454	349	.....	779	17	.....	7	.....	12	93	632	66	1
633	187	446	.....	632	1	.....	.....	.....	.....	325	308	.....	.....
298	108	190	.....	297	1	.....	.....	.....	.....	229	69	.....	.....
7,226	1,218	4,924	1,084	7,200	18	3	5	.....	748	4,696	1,767	15	1
636	72	564	.....	632	4	.....	.....	.....	.....	455	181	.....	.....
4,650	442	3,124	1,084	4,637	7	2	4	.....	424	3,097	1,114	16	.....
750	362	388	.....	680	1	.....	68	1	142	248	360	.....	.....
314	158	156	.....	296	1	.....	16	1	136	110	68	.....	.....
274	219	55	.....	271	1	1	1	.....	4	19	208	43	.....
1,748	5,497	11,681	17,570	16,364	352	208	17,615	209	13,425	13,807	7,493	23	21
110	161	949	.....	627	24	4	452	3	133	301	676	.....	.....
359	8	348	.....	140	3	1	212	.....	8	66	282	.....	.....
904	5,149	9,979	14,776	14,374	296	201	14,855	178	12,812	10,951	6,122	19	21
452	147	551	1,754	638	20	1	1,772	21	371	930	1,151	.....	.....
348	19	176	1,153	397	10	56	828	57	160	138	1,050	.....	.....
354	2,773	7,546	11,035	9,977	88	32	11,191	66	8,641	9,353	3,341	19	10
734	187	753	2,794	1,363	32	3	2,308	28	480	2,555	695	4	.....
731	184	753	2,794	1,361	32	3	2,307	28	480	2,552	695	4	.....
279	27,414	40,550	36,315	69,498	1,046	466	32,589	680	16,461	30,105	51,291	6,422	33

Table XIV—Concluded.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office	Shop force.		Total.	14-16 yrs. of
XL WATER, LIGHT								
1. WATER.....	94	94		24	766	736	24	
<i>New York City</i>	19	19		8	399	376	8	
2. GAS.....	94	92	2	90	3,295	3,057	89	
<i>Buffalo</i>	1	1		5	300	195	5	
<i>New York City</i>	33	32	1	65	2,410	2,169	64	
4. ELECTRIC LIGHT AND POWER...	309	307	6	194	4,944	5,026	194	
<i>New York City</i>	83	83	1	105	3,126	3,161	105	
<i>Niagara Falls</i>	4	4		27	248	266	27	
5. STEAM HEAT AND POWER.....	126	126	1	20	689	706	20	
<i>New York City</i>	114	114	1	5	600	603	5	
6. GARBAGE DISPOSAL, ETC.....	6	6			94	94		
Total—Group XI.....	629	625	9	328	9,788	9,619	327	
XII. BUILDING								
A. CARPENTERS' SHOPS.....	69	69	36	10	538	447	10	
<i>New York City</i>	46	46	20	7	380	310	7	
B. PAINT SHOPS.....	30	30	26	3	167	157	3	
C. PLUMBERS' SHOPS.....	42	41	14	26	596	594	26	
<i>Rochester</i>	15	14	4	16	335	349	16	
Total—Group XII.....	141	140	76	39	1,301	1,198	39	
Grand Total—New York State....	40,792	40,118	22,459	53,586	1,200,727	1,139,788	53,233	417

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				Children under 14 yrs. (in shops except as noted)
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				
Total.	Number in Shops Employing—			Sex and Age.					51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	
	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)					

AND POWER.

712	365	89	258	712					104	443	44	121	
368	90	20	268	368					30	298	2	38	
2,968	333	1,657	978	2,965	2	1				48	1,188	1,732	
190		190		190								190	
2,105	96	1,032	978	2,105						25	959	1,121	
4,832	1,470	1,846	1,516	4,829	2			1	1,288	1,726	542	1,276	
3,056	440	1,100	1,516	3,054	2				988	1,402	341	325	
239	26	213		239					193	9	37		
686	428	258		686					110	119	348	109	
598	400	198		598					108	59	337	94	
94	44	50		94						94			
9,292	2,640	3,900	2,752	9,286	4	1		1	1,502	2,430	2,122	3,238	

INDUSTRY.

437	316	121		435	2				348	31	58		
303	220	83		302	1				279	21	3		
154	119	35		145	2	2	5		76	35	43		
568	221	347		565	3				480	75	13		
333	61	272		333					333				
159	656	503		1,145	7	2	5		904	141	114		
555	171,125	505,409	410,021	745,032	18,107	6,542	309,505	7,369	103973	506,434	440,618	35,530	136

TABLE XV—STATISTICS OF MINES

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
1. STONE QUARRIES.				
ALBANY COUNTY. South Bethlehem.....	Callanan Road Improvement Co., The	Limestone.....	1	1
CAYUGA COUNTY. Auburn.....	Bennett, D. M.....	".....	1	1
".....	Brayer Bros.....	".....	1	1
".....	Goodrich, C. E.....	".....	1	2
".....	Lewis & Gooro.....	".....	1	1
CHENANGO COUNTY. Norwich.....	Chenango Bluestone Co.....	Bluestone.....	1	1
".....	Clark, Conroy & Co.....	".....	1	1
CLINTON COUNTY. Plattsburg.....	Gebo, Oliver.....	Limestone.....	1	1
COLUMBIA COUNTY. Hudson.....	Hudson Portland Cement Co.....	".....	1	1
DUTCHESS COUNTY. Wingdale.....	South Dover Marble Co.....	Marble.....	1	1
ERIE COUNTY. Akron.....	Cummings Cement Co.....	Cement rock.....	1	1
".....	General Crushed Stone Co.....	Limestone and flint.....	1	1
".....	Newman, H. L. & W. C.....	Cement rock.....	1	1
Clarence.....	Grace, Robert.....	Limestone and flint.....	1	1
Buffalo.....	Appenheimer, John L.....	Limestone.....	1	1
".....	Barber Asphalt Paving Co.....	".....	1	1
".....	Bardol, F.....	".....	1	1
".....	Buffalo Cement Co., Ltd.....	".....	1	1
".....	Buffalo Crushed Stone Co.....	".....	1	1
".....	Gehrs, Anna, Quarries.....	".....	1	1
".....	Schreier, Sebastian.....	".....	1	1
ESSEX COUNTY. Ticonderoga.....	International Mineral Co.....	Feldspar, mica, etc.....	1	1
GENESEE COUNTY. Le Roy.....	Empire Limestone Co.....	Limestone.....	1	1
".....	General Crushed Stone Co.....	".....	1	1
GREENE COUNTY. Cementon.....	Catskill Cement Co.....	".....	1	1
Catskill.....	West Shore Stone Co.....	".....	1	1
HERKIMER COUNTY. Little Falls.....	Little Falls Stone Co.....	Gneiss rock.....	2	2
".....	Pierce, John.....	Syenite.....	2	2
JEFFERSON COUNTY. Chaumont.....	Adams & Duford Co, The.....	Limestone.....	1	1
".....	Union Carbide Co.....	".....	1	1
ONONDAGA COUNTY. Jamesville.....	Millin, Thomas C.....	".....	1	1
Manlius.....	Behan, James (Estate).....	".....	1	1
Rock Cut.....	Rock Cut Stone Co.....	".....	1	1
Split Rock.....	Solvay Process Co., (Quarry Dept.).....	".....	1	1
ORLEANS COUNTY. Albion.....	Clery, Patrick.....	Sandstone.....	1	1
".....	Fancher & Delaney.....	".....	1	1
".....	Monaculi, Peter.....	".....	1	1

AND QUARRIES INSPECTED.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed.)	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.						
Total.	Thereof office help, etc.	Total.	Office help, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
190	3	190	3	187	186	1		60
17		17		17	17			48,54
30		14		14	14			60
18		18		18	18			54
43	1	43	1	42	42		1	48,60
30		30		30	30			48,60
87		87		87	85	2		48,60
17		17		17	15	2		60
60		60		60	60			70
101	2	101	2	99	99			60
17	1	17	1	16	16			60
80	3	80	3	77	75	2	1	60
21	1	21	1	20	20			60
135	3	135	3	132	130	2		60,72
2		2		2	2			60
125	2	86	2	84	80	4		60
17		17		17	17			60
185	3	185	3	182	179	3	1	60
52	1	52	1	51	50	1		60
50	1	23	1	22	22			60
22	1	22	1	21	20	1		60
14		14		14	14		1	60
139	1	139	1	138	135	3		60,66
112	4	112	4	108	104	4		60
40		40		40	40			60
10	1	10	1	9	9			60
200	2	156	2	154	150	4		60
103	2	103	2	101	100	1		60
30		30		30	30			54
25	2	25	2	23	23			60
10		10		10	10			60
10		10		10	10			60
35		26		26	23	3		60
559	6	559	6	553	550	3	3	60
30		26		26	26			48,60
20		20		20	20			60
30		30		30	30		1	

Table XV—Statistics of Mines and

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
1. STONE QUARRIES—Continued.				
ORLEANS COUNTY—Concl'd.				
Albion.....	Orleans County Quarry Co. (Brady)...	Sandstone.....	1	1
".....	Orleans County Quarry Co. (DeGraff)...	".....	1	1
".....	Reed, Allen & Reed.....	".....	1	1
".....	Ryan, M. A.....	".....	1	1
".....	Ryan, M. A. (Van Orken).....	".....	1	1
Holley.....	Holahan, Thomas & Co. (Farren).....	".....	1	1
".....	O'Brien, R. G.....	".....	1	1
Hulberton.....	Clark Bros.....	".....	1	1
".....	Fancher & Vincent.....	".....	1	1
".....	Ford, A. H.....	".....	1	1
".....	Orleans Sandstone Co.....	".....	1	1
".....	Squire, A. J.....	".....	1	1
Medina.....	Burns, James.....	".....	1	1
".....	Gorman & Filkins.....	".....	1	1
".....	McKernan (Shelby Basin).....	".....	1	1
".....	Reynolds Quarries (S. E. Filkin).....	".....	1	1
ROCKLAND COUNTY.				
Haverstraw.....	Long Clove Trap Rock Co.....	Trap rock.....	1	1
Mt. Ivy.....	Gurnee, H. M.....	".....	1	1
Nyack.....	Manhattan Trap Rock Co.....	".....	1	1
Rockland Lake.....	Clinton Point Stone Co.....	".....	1	1
".....	Rockland Lake Trap Rock Co.....	".....	1	1
Tompkins Cove.....	Tompkins Cove Stone Co.....	".....	1	1
ST. LAWRENCE COUNTY.				
Gouverneur.....	Corrigan, McKinney & Co.....	Marble.....	2	1
".....	Extra Dark Marble Co.....	".....	1	1
".....	Gouverneur Marble Co.....	".....	1	1
".....	Northern N. Y. Marble Co.....	".....	1	1
".....	St. Lawrence Quarries.....	".....	1	1
".....	Watertown Marble Co.....	".....	1	1
SCHOHARIE COUNTY.				
Cobleskill.....	Cobleskill Crushed Stone Co.....	Limestone.....	1	1
".....	Daly & Smith.....	".....	1	1
".....	Rogers, John C.....	".....	1	1
Howes Cave.....	Helderberg Cement Co.....	".....	1	1
Schoharie.....	Mix, F. G.....	".....	1	1
TOMPKINS COUNTY.				
Ithaca.....	Cayuga Portland Cement Co.....	Limestone and shale....	1	1
ULSTER COUNTY.				
Binnewater.....	Con. Rosendale Cement Co. (Beach)...	Cement rock.....	1	1
".....	Con. Rosendale Cement Co., Shafts 1 and 3.....	".....	1	1
Rosendale.....	Snyder, A. J., & Sons.....	".....	1	1
WARREN COUNTY.				
Glens Falls.....	Glens Falls Portland Cement Co.....	Limestone.....	1	1
".....	Wait, F. W., Lime Co.....	".....	1	1
North River.....	North River Garnet Co.....	Garnet rock.....	1	1
WASHINGTON COUNTY.				
Granville.....	Granville Slate Co.....	Black slate.....	1	1
Middle Granville.....	Allen & Williams.....	Red slate.....	1	1
".....	Matthews Slate Co. (Eagle).....	".....	1	1
".....	Matthews Slate Co. (Dalton).....	".....	1	1
".....	Owens, Hugh.....	Purple and green slate..	1	1

Quarries Inspected—Continued.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed.)	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.						
Total.	Thereof office help, etc.	Total.	Office help, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
150	1	129	1	128	125	3		48,60
200		200		200	200		2	48,60
65		65		65	65		1	48,60
41		41		41	41			48,60
21		21		21	20	1		48,60
60		60		60	60		1	48,60
20		20		20	20			48,60
50		30		30	30			48,60
35		27		27	25	2		48,60
21		21		21	20	1		48,60
32		32		32	30	2		48,60
50		29		29	27	2		48,60
35		35		35	35			48,60
60		60		60	60			48,60
30		22		22	22			48,60
15		15		15	15			60
36		36		36	36			60
46	1	46	1	45	45			60
132	2	132	2	130	124	6		60
131	1	131	1	130	127	3		60
250	2	172	2	170	170			60
326	1	326	1	325	325		4	60
11		11		11	11			60
4		4		4	4			60
12		12		12	12			60,72
20		20		20	20			60
16	1	16	1	15	15			60
10		10		10	10			60
56		56		56	55	1		60
27		27		27	27			60
54	1	54	1	53	50	3		48,60
41		41		41	40	1		60
22		22		22	22			60
51		51		51	50	1		60
80		80		80	80		1	60
126		126		126	126			60
32		32		32	32			60
50		50		50	50			59
32		32		32	32			60
44		44		44	44			60,61
15		15		15	15		1	60
11		11		11	11			60
18		18		18	17	1		60
12		12		12	12			60
12		12		12	12		1	60

Table XV—Statistics of Mines and

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
1. STONE QUARRIES— Concluded.				
WESTCHESTER COUNTY. Verplanck.....	Clinton Point Stone Co.....	Limestone.....	1	
WYOMING COUNTY. Warsaw.....	Warsaw Bluestone Co.....	Bluestone.....	2	
".....	American Bluestone Co.....	".....	2	
Portageville.....	Genesee Valley Bluestone Co.....	".....	2	
".....	Portageville Bluestone Co.....	".....	1	
Total—Stone.....			93	11
2. IRON AND PYRITES MINES.				
CAYUGA COUNTY. Sterling Station.....	Fair Haven Iron Ore Co.....	Hematite.....	1	
CLINTON COUNTY. Lyon Mountain.....	D. & H. Co., Chateaugay Ore and Iron Dept.....	Magnetite.....	1	
DUTCHESS COUNTY. Amenia.....	Amenia Mine.....	Hematite.....	1	
ESSEX COUNTY. Mineville.....	Port Henry Iron Ore Co.....	Magnetite.....	1	
".....	Witherbee, Sherman & Co.....	".....	1	
Ticonderoga.....	Fort Ticonderoga.....	Hematite.....	1	
Port Henry.....	Presbrey, O. S.....	Magnetite.....	1	
HERKIMER COUNTY. Salisbury Center.....	Salisbury Steel and Iron Co.....	".....	1	
JEFFERSON COUNTY. Antwerp.....	Old Sterling Iron Mining Co.....	Hematite.....	1	
ONEIDA COUNTY. Franklin Springs.....	Franklin Iron Manufacturing Co.....	".....	2	
ORANGE COUNTY. Ft. Montgomery.....	Hudson Iron Co.....	Magnetite.....	1	
ROCKLAND COUNTY. Sterlington.....	Sterling Iron and Railway Co.....	".....	1	
ST. LAWRENCE COUNTY. Benson Mines.....	Benson Mines Co.....	".....	1	
DeKalb Junction.....	St. Lawrence Pyrites Co.....	Pyrites.....	1	
Gouverneur.....	American Pyrites Co.....	".....	1	
".....	St. Lawrence Pyrites Co.....	".....	1	
Pyrites.....	Oliver Iron Mining Co.....	".....	1	
Spragueville.....	Rossie Iron Ore Co.....	Hematite.....	1	
WAYNE COUNTY. Ontario Center.....	Furnaceville Iron Ore Co.....	".....	1	
".....	Ontario Iron Ore Co.....	".....	1	
Total—Iron and Pyrites.....			21	

Quarries Inspected—Continued.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed.)	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.						
Total.	Thereof office help, etc.	Total.	Office help, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
68	1	68	1	67	67			66
50		50		50	50			60
55		55		55	55			60
17		15		15	15			60
21	1	21	1	20	20			60
5,439	52	5,142	52	5,090	5,027	63	19	
59		59		59	58	1		60
556	10	556	10	546	540	6		60
51	1	51	1	50	50			54
228	3	228	3	225	225			60
798	19	798	19	779	779			60
4		4		4	4			54
25		25		25	25			60
23		23		23	23			55,60
51	1	51	1	50	50			60
151	1	151	1	150	150			60,72
126	1	126	1	125	124	1	1	60
128	3	128	3	125	125			60
118	3	118	3	115	115			60
106	9	106	9	97	97			60
35		35		35	35			60
60		60		60	60			60
12		12		12	12			60
365	1	221	1	220	220		1	48,60
81	1	81	1	80	80			60
45		45		45	45			60
3,022	53	2,878	53	2,825	2,817	8	2	

Table XV—Statistics of Mines and

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
3. GYPSUM MINES.				
CAYUGA COUNTY. Union Springs.....	U. S. Gypsum Co.....	Gypsum.....	1	1
ERIE COUNTY. Akron.....	Akron Gypsum Co.....	".....	1	
GENESEE COUNTY. Alabama.....	American Gypsum Co.....	".....	1	
Oakfield.....	Gypsum Product Co.....	".....	1	
".....	U. S. Gypsum Co. (Shaft 4).....	".....	1	
".....	U. S. Gypsum Co. (Shaft 5).....	".....	1	
".....	U. S. Gypsum Co. (Shaft 1).....	".....	1	
Wheatville.....	Niagara Gypsum Co.....	".....	1	
MONROE COUNTY. Wheatland.....	Con. Wheatland Plaster Co.....	".....	1	
".....	Empire Gypsum Co.....	".....	1	
".....	Lycoming Calcining Co.....	".....	1	
".....	Monarch Gypsum Co.....	".....	1	
ONONDAGA COUNTY. Jamesville.....	Alvord, E. B., & Co.....	".....	1	
".....	Hubbell, James E.....	".....	1	
".....	Millin, Thomas, Co.....	".....	1	
Fayetteville.....	Lansing, H. H.....	".....	1	
De Witt.....	Fayetteville Gypsum Co.....	Gypsum and limestone.....	2	
".....	National Wall Plaster Co.....	Gypsum.....	1	
Total—Gypsum.....			19	
4. MISCELLANEOUS.				
LIVINGSTON COUNTY. Cuylerville.....	Sterling Salt Co.....	Rock salt.....	1	
Retsof.....	Retsof Mining Co.....	".....	1	
Fowler.....	International Pulp Co. (Arnold Shaft).....	Talc.....	1	
Talcville.....	International Pulp Co.....	".....	2	
Fowler.....	Ontario Talc Co.....	".....	1	
Talcville.....	U. S. Talc Co.....	".....	1	
WARREN COUNTY. Graphite.....	American Graphite Co.....	Graphite ore.....	1	
WASHINGTON COUNTY. Whitehall.....	Eddy, Wetherhill Co.....	Sienna.....	1	
Total—Miscellaneous.....			9	
Grand Total.....			142	

Quarries Inspected— Concluded.

NUMBER OF EMPLOYEES.							Boys under 16 years (illegally employed.)	Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.						
Total.	Thereof office help, etc.	Total.	Office help, etc.	IN MINE OR QUARRY.				
				Total.	Males 18 years or over.	Boys 16-18 years.		
67	2	67	2	65	65	.....	.....	60
15	.....	15	.....	15	15	.....	.....	60
24	.....	24	.....	24	24	.....	.....	60
22	.....	22	.....	22	22	.....	.....	60
25	.....	25	.....	25	25	.....	.....	60
40	.....	40	.....	40	40	.....	.....	60
40	.....	40	.....	40	40	.....	.....	60
31	1	31	1	30	30	.....	.....	60
25	.....	25	.....	25	25	.....	.....	60
30	.....	30	.....	30	30	.....	.....	60
72	.....	66	.....	66	66	.....	.....	60,78
28	.....	17	.....	17	17	.....	.....	60
3	.....	3	.....	3	3	.....	.....	60
4	.....	4	.....	4	4	.....	.....	60
5	.....	5	.....	5	5	.....	.....	60
6	.....	6	.....	6	6	.....	.....	60
10	.....	10	.....	10	10	.....	.....	60
21	.....	21	.....	21	20	1	.....	60
468	3	451	3	448	447	1	.....	.....
80	4	80	4	76	76	.....	.....	60
153	3	153	3	150	150	.....	.....	60
10	.....	10	.....	10	10	.....	.....	59
50	.....	40	.....	40	40	.....	.....	59
10	.....	10	.....	10	10	.....	.....	60
6	.....	6	.....	6	6	.....	.....	60
50	.....	50	.....	50	50	.....	.....	60
3	1	3	1	2	2	.....	.....	60
362	8	352	8	344	344	.....	.....	.....
9,291	116	8,823	116	8,707	8,635	72	21	.....

INDUSTRY CLASSIFICATION

Oct. 1, 1906—Sept. 30, 1907.

GROUPS.

- I. STONE, CLAY AND GLASS PRODUCTS.
 - II. METALS, MACHINES AND CONVEYANCES.
 - III. WOOD MANUFACTURES.
 - IV. LEATHER AND RUBBER GOODS.
 - V. CHEMICALS, OILS, PAINTS, ETC.
 - VI. PAPER AND PULP.
 - VII. PRINTING AND PAPER GOODS.
 - VIII. TEXTILES.
 - IX. CLOTHING, MILLINERY, LAUNDRY, ETC.
 - X. FOOD, LIQUORS AND TOBACCO.
 - XI. WATER, LIGHT AND POWER.
 - XII. BUILDING INDUSTRY.
-

GROUP I.

STONE, CLAY, AND GLASS PRODUCTS

- 1. STONE.
 - (a) Crushed stone.
(Includes trap rock.)
 - (b) Cut stone.
(For buildings, monuments, tombstones, etc.)
 - (c) Hones, slates, mosaics, etc.
Blackboards of slate.
Pumice stone.
Soapstone.
- 2. MISCELLANEOUS MINERAL PRODUCTS.
 - (a) Asbestos, graphite, etc.
Carbons.
Gas mantles.
Mica.
Talc.
 - (b) Abrasives.
Emery, carborundum, sandpaper, etc.
- 3. LIME, CEMENT AND PLASTER.
 - (a) Asphalt.
 - (b) Cement and lime.
 - (c) Plaster (wall and land).
 - (d) Sifted sand and mortar.
Foundry facings.
 - (e) Artificial stone.
Cement block, etc.
 - (f) Plaster casts and ornaments.
- 4. BRICK, TILE AND POTTERY.
 - (a) Building brick.

IL.270 NEW YORK STATE DEPARTMENT OF LABOR.

(b) Terra cotta and fire-clay products.

Alignum.	Flue, furnace and stove linings.
Chimney tops.	Gas retorts.
Crucibles.	Mosaics (ceramic).
Enameled brick.	Sewer pipe.
Fire brick.	Tile.
Fireproofing material, n. e. s.	

(c) Pottery products.

China ware.	Porcelain.
Crockery.	Stone ware.
Earthen ware.	Yellow ware.

5. GLASS.

(a) Building glass.

Cathedral, decorated, obscured, opalescent, plate, stained, window and wire glass; glass signs.

(b) Beveled glass and mirrors.

(c) Pressed, blown and cut glassware.

Bulbs.	Shades.
Chimneys.	Stoppered work.
Globes.	Tableware.
Lamps.	Tubes.
Opal ware.	Vault lights.

(d) Bottles and jars.

Carboys.	Flasks.
Demi-johns.	Insulators of glass.
Druggists' glassware.	Prescription ware.

GROUP II

METALS, MACHINES AND CONVEYANCES.

1. GOLD, SILVER AND PRECIOUS STONES.

(a) Silver and plated ware.

(b) Gold and silver refining.

Assaying.

Smelting.

(c) Gold, silver and aluminum leaf.

(d) Gold and silver watch cases.

(e) Jewelry, gold pens, etc.

(f) Lapidary work.

Diamond cutting, mounting, polishing, setting.

Precious stones.

2. COPPER, LEAD, ZINC, ETC

(a) Smelting and refining.

Babbitt metal.

Solder.

Spelter.

(b) Copper work.

(c) Brass and bronze castings.

Bells.

Foundry work.

(d) Gas and electric fixtures.

(e) Brass and bronze ware, n. e. s.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.271

- (f) Sheet metal work.
- | | |
|------------------|------------------|
| Cornices. | Metal stamping. |
| Enameled ware. | Sheet iron work. |
| Galvanized iron. | Stencils. |
| Granite ware. | Tinsmithing. |
| Japanned ware. | Tinware. |
- (g) Metal goods, not elsewhere specified.
- | | |
|----------------------------|---------------------|
| Aluminum goods. | Nickel plating. |
| Glove fasteners. | Tinfoil. |
| Hooks and eyes. | Toys (metal). |
| Lead (sheets, shot, pipe). | Zinc statuary, etc. |
2. IRON AND STEEL PRODUCTS.
- (a) Ore crushing, etc.
- (b) Pig iron.
- (Blast furnaces.)
- (c) Rolling mills and steel works.
- | | |
|--------------|------------|
| Bloomeries. | Rails. |
| Forgings. | Rods. |
| Horse shoes. | Skelp. |
| Nails. | Wire rods. |
| Plates. | |
- (d) Bridges and structural iron.
- Safes and vaults.
- (g) Hardware, n. e. s.
- (Brass hardware—II, 2, e.)
- Locks, screws, traps.
- (h) Cutlery.
- (i) Tools and dies.
- (k) Fire arms.
- (m) Metal beds and bedsprings.
- Wire mattresses.
- (n) Wire work, n. e. s.
- Bird cages, hat frames, wire cloth, fences, netting, etc.
- (p) Car wheels and railway equipment.
- | | |
|-------------|---------------|
| Air brakes. | Springs. |
| Axles. | Switches. |
| Couplers. | Trucks (car). |
- (q) Architectural and ornamental iron work.
- | | |
|----------------------------------|--------------------|
| Cast iron columns, lintels, etc. | Gates and grilles. |
| Doors. | Iron railings. |
| Fire escapes. | Stairs (iron). |
- (r) Cooking and heating apparatus.
- | | |
|--------------|-----------------|
| Car heaters. | Stoves. |
| Furnaces. | Stove castings. |
| Ovens. | Tanks. |
| Radiators. | Ventilators. |
| Ranges. | |
- (s) Typewriting and registering machines.
- Car registers.
- Cash registers.
- (t) Stationary engines, boilers, etc.
- Fire engines, gas engines, marine engines.

II.272 NEW YORK STATE DEPARTMENT OF LABOR.

(u) Machinery not otherwise classified.

(v) Castings (iron foundry products).

4. ELECTRICAL APPARATUS.

(a) Telegraph, telephone, fire-alarm apparatus.

Annunciators.

Switchboards.

Bells (electric).

Tickers.

Patrol alarms.

Transmitters.

(b) Incandescent lights.

(c) Dynamos, motors, and electrical supplies.

5. VEHICLES

(a) Carriages, wagons and sleighs.

(Except children's carts and wagons—III, 4, c.)

(b) Blacksmithing and wheelwrighting.

Horseshoeing.

Vehicle wheels.

(c) Cycles.

Also parts, except wheels.

(d) Motor vehicles.

Automobiles, etc.

(e) Cars.

Except railway shops.

(f) Locomotives.

Except railway shops.

(g) Railway repair shops.

The building and repairing of cars and locomotives by railway companies.

6. BOAT AND SHIP BUILDING.

7. AGRICULTURAL IMPLEMENTS.

Artesian well boring tools.

Hoes.

Cane mills.

Incubators.

Cider mills.

Lawn mowers.

Coffee (plantation) machinery.

Lime spreaders.

Cotton choppers, gins, presses, sweeps.

Milk testers.

Pumps (hand, horse).

Dairy apparatus.

Rice machinery.

Ditching machines.

Road graders and scrapers.

Ensilage cutters, elevators.

Rollers.

Evaporators.

Scoops.

Fence machines.

Scythes.

Gardening implements.

Shovels and spades.

Grinding mills.

Sickles.

Grubbing machines.

Wind mills.

8. INSTRUMENTS AND APPLIANCES

(a) Professional and scientific instruments.

Barometers.

Nautical instruments.

Dental appliances.

Surgical instruments.

Engineers and surveyors' instruments.

Thermometers.

(b) Optical and photographic apparatus.

Cameras.

Lenses.

Eye glasses.

Microscopes.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.273

(c) Lamps, reflectors, stereopticons, etc.

(Except glass lamps—I, 5, c, and incandescent lamps—II, 4, b.)

Calcium lights.

Lanterns.

Locomotive headlights.

Railway signal lamps.

(d) Clocks and time recorders.

(e) Scales, meters, phonographs, etc.

Balances.

Gas and water meters.

Slot machines.

GROUP III.

WOOD MANUFACTURES.

1. SAW MILL PRODUCTS.

(Including kindling wood.)

2. PLANING MILL PRODUCTS

(a) House trim.

Sash, doors, blinds, etc.

(b) Packing boxes, crates, etc.

(Including grape baskets.)

(c) Cigar and fancy wood boxes.

3. COOPERAGE.

Barrels, hogsheads, kegs, pails, tubs, etc.

4. WOOD TURNED AND CARVED.

(a) Canes, umbrella sticks, etc.

(Umbrellas—IX, 5, c.)

(c) Wooden toys and novelties.

Advertising signs.

Bicycle specialties (wood).

Blackboards (wood).

Blocks (children's).

Checkers and chessmen.

Dominoes.

Express wagons (children's).

Fishing rods.

Games.

Rulers.

Sleds.

Velocipedes.

Yardsticks.

(e) Other articles and appliances of wood.

Agricultural woodwork (drill heads, plow handles, tongues, trees, etc.).

Artificial limbs.

Barrel covers.

Blocks (wall paper printing).

Blocks (pulley and tackle).

Car woodwork.

Carriage woodwork.

Clothes pins.

Curtain poles.

Duster handles.

Flag poles.

Hames.

Hamper bottoms.

Hat blocks.

Hub blocks (wheel).

Ladders.

Lasts.

Loom parts, and repairs (battens, bobbins, frames, beddles, reeds, shuttles).

Mallets.

Map rolls.

Patterns.

Pipe (water pump, etc.).

Plane handles.

Plates (wood or pulp).

Pulleys.

Saw handles.

Scroll sawing.

Spokes.

Veneer-goods.

Wagon woodwork.

Wood carving.

Wood turning.

Woodenware.

II.274 NEW YORK STATE DEPARTMENT OF LABOR.

5. FURNITURE AND CABINET WORK.

(a) Furniture and upholstery.

Includes barbers' and dentists' chairs; excludes metal furniture.

(b) Caskets.

(Includes undertakers' supplies.)

(c) Store, office and kitchen fixtures.

Bank fixtures.

Billiard and pool balls and tables.

Bowling alleys and supplies.

Butchers' fixtures.

Church and hall seatings.

Druggists' fixtures

Refrigerators.

Saloon fixtures.

Show cases.

Telephone booths.

Washing machines.

(d) Mirror and picture frames.

(e) Other cabinet work.

Fretwork (wood).

Grilles (wood).

Telephone backs.

Water-closet seats and tanks.

Wood mantels.

6. PIANOS, ORGANS, ETC

(Including banjos, mandolins, guitars, etc., but not brass instruments
—II, 2, e.)

7. BROOMS, CORK, ETC.

(a) Pulp and fiber goods.

Indurated fiber palls, etc.

(b) Mats and woven goods.

Straw goods.

Willow baskets.

(c) Brooms.

(d) Articles of cork.

(e) Pipes, tobacco.

(f) Fireproofing lumber.

GROUP IV.

LEATHER AND RUBBER GOODS.

1. LEATHER.

2. FURS AND FUR GOODS.

3. LEATHER AND CANVAS GOODS.

(a) Belting, washers, etc.

Leather goods for manufacturers' use.

(b) Saddlery and harness.

Dashboards.

Fenders.

Whips.

(c) Traveling bags and trunks.

(d) Boots and shoes.

(e) Gloves and mittens.

(f) Fancy leather goods.

Purses and small articles of leather for retail trade.

(g) Canvas and sporting goods.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.275

4. RUBBER AND GUTTA PERCHA GOODS.

Atomizers.
Combs (rubber).
Dental rubber.
Dress shields.
Druggists' goods (rubber).
Gas tubing.

Mackintoshes.
Penholders (rubber).
Stamps (rubber).
Stopples (rubber).
Trusses.
Tubing.

5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.

(a) Pearl buttons, handles, etc.

(b) Articles of horn, bone, tortoise shell, etc.

Combs.
Composition buttons.
Knife handles.

Sponges.
Vegetable ivory.
Whalebone.

(c) Brushes.

(d) Mattresses, pillows, and other articles of hair, feathers, etc.

GROUP V.

CHEMICALS, OILS, PAINTS, ETC.

1. DRUGS AND CHEMICALS.

(a) Proprietary medicines.

(b) Sodas and other alkalies.

Alum.
Baking powder.
Bleaching powder.

Borax.
Chloride of lime.
Pearl ash.

(d) Other chemicals and drugs.

Acids.
Calcium carbide.
Cream of tartar.
Digestive ferments.
Pharmaceutical products.

Sugar of lead.
Sulphur.
Tanning extracts.
Tin crystals.

2. PAINTS, DYES AND COLORS.

(a) Paint, varnish, etc.

Acetanelid.
Colors in oil.
Dryers.
Furniture polish.
Kalsomine.

Japans.
Lacquers.
Oxides of lead.
White lead.
Whiting.

(b) Dyes, colors and inks.

Blacking.
Bluing.
Carbon paper.
Dairy colors.

Dyewood.
Inked ribbons (for typewriters, etc.)
Lampblack.

(c) Lead pencils and crayons.

3. WOOD ALCOHOL AND ESSENTIAL OILS

Acetic acid.
Acetone.
Distilling wood.

Flavoring extracts.
Glycerine.
Linseed oil.

4. ANIMAL OIL PRODUCTS.

Beeswax candles.
Fish oil.
Grease, tallow, etc.

Lard oil.
Leather and shoe dressing.
Stearin.

II.276 NEW YORK STATE DEPARTMENT OF LABOR.

5. MINERAL OIL PRODUCTS.

Coke.
Gasoline.
Naphtha.

Paraffine.
Petroleum refining.
Wax (paraffine).

6. SOAP, PERFUMERY AND COSMETICS.

Toilet powder.

7. MISCELLANEOUS CHEMICAL PRODUCTS.

(a) Wax figures, etc.
Sealing wax.

(b) Starch.

(c) Glue, mucilage, etc.
Gum.

Sizings.

(d) Fertilizers.

(e) Matches and explosives.
Fireworks.

Gunpowder.

(f) Celluloid and other plastics.
Also creosoted paper.

GROUP VI.

PAPER AND PULP.

1. SORTING WASTE PAPER.

2. PULP AND PAPER.

(a) Pulp mills.
(b) Pulp and paper mills.
(c) Paper mills.

Includes the manufacture, but not the re-working of cardboard, paste-board, strawboard, etc.

GROUP VII.

PRINTING AND PAPER GOODS.

1. TYPE AND PRINTERS' MATERIALS.

Printers' rollers, steel and copper plates for engraving, etc.

2. PAPER GOODS

(a) Paper boxes and tubes.
Ribbon blocks.

(b) Paper bags and sacks.

(c) Other paper goods.

Blue print paper.
Cards (cutting, etc.).
Cigarette tubes.
Embossed paper and cards.
Envelopes.

Lace or shelf paper.
Patterns.
Perforated paper.
Photo mounts (cards).

3. PRINTING AND BOOK MAKING.

(a) Printing and publishing.

Addressing and mailing.
Composition (linotype) and typesetting.
Stereotyping and electrotyping.

(b) Bookbinding and blank book making.

Numbering, perforating and ruling paper.
Photograph albums.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.277

(c) Lithographing and engraving.

(d) Games and novelties.

Sample cards and toys.

4. WALL PAPER.

5. PHOTOGRAPHY

GROUP VIII.

TEXTILES.

1. SILK AND SILK GOODS.

(Except knit goods—VIII, 4.)

2. WOOL MANUFACTURES

(a) Carpets and rugs.

(b) Felt goods.

(c) Woolens and worsteds.

Including cotton mixed and union goods, shoddy, wool extract, wool waste.

3. COTTON GOODS.

Including cotton batting, netting, tape, twine and yarn, waste, etc.

4. HOSIERY AND KNIT GOODS.

Gloves (knit).

Sweaters.

Wristers, etc.

5. OTHER TEXTILES OF SILK, WOOL, OR COTTON.

(a) Dyeing, finishing, etc.

Bleaching.

Mercerizing.

Printing.

Refinishing.

Sponging.

(b) Upholstery goods.

Upholstery bindings, braids, fringes, galloons, gimps, gorings, webbing, lace curtains, etc.

(c) Braids, embroideries and dress trimmings.

Bindings (dress).

Chenille trimmings.

Cords (dress).

Passementerie.

6. FLAX, HEMP AND JUTE MANUFACTURES.

Bagging.

Carpets and rugs (jute).

Cordage.

Linen fabrics (woven or knitted).

Linen thread.

Rope (jute, manilla, sisal).

Twine.

Yarn (flax, hemp, jute).

7. OILCLOTH, WINDOW SHADES, ETC.

Crinoline.

Linoleum.

GROUP IX.

CLOTHING, MILLINERY, LAUNDRY, ETC.

1a. TAILORING.

Men's and boys' outer garments—blouses, coats, jackets, overalls, overcoats, suits, trousers, vests, etc.

1b. SHIRTS, COLLARS AND CUFFS.

(Including boys' waists.)

1c. MEN'S NECKWEAR

1d. SUSPENDERS AND OTHER FURNISHING GOODS FOR MEN.

2a. DRESSMAKING.

Women's and girls' outer garments—cloaks, dresses, jackets, shirt waists, skirts, suits, waists, wrappers.

II.278 NEW YORK STATE DEPARTMENT OF LABOR.

2b. WOMEN'S WHITE GOODS.

Lingerie; also handkerchiefs, pillow shams, etc.

2c. INFANTS' WEAR.

2d. LADIES' NECKWEAR, ETC.

Ruffings, ruching, etc.

2e. CORSETS, GARTERS, ETC.

Fans.

Leggings.

3. MEN'S HATS AND CAPS

4a. ARTIFICIAL FEATHERS AND FLOWERS.

4b. MILLINERY.

5. MISCELLANEOUS NEEDLE WORK

(a) Curtains, embroideries, etc.

(Flags, regalia.)

(b) Quilts, comfortables, etc.

(c) Umbrellas and parasols.

(Umbrella sticks—III, 4, a.)

6. LAUNDERING, CUSTOM DYEING, ETC.

(a-1) Laundries (non-Chinese).

(a-2) Chinese laundries.

(b) Cleaning and dyeing.

7. CLIP SORTING

GROUP X.

FOOD, LIQUORS AND TOBACCO.

1a. FLOUR AND OTHER CEREAL PRODUCTS.

1b. SUGAR AND MOLASSES REFINING.

1c. FRUITS AND VEGETABLES, CANNING AND PRESERVING

Crushed and dried fruits, pickles, preserves, sauces, syrups, etc.

1d. COFFEE AND SPICE ROASTING AND GRINDING.

Mustard.

1e. GROCERIES NOT OTHERWISE SPECIFIED.

Chocolate and coca.

Salt.

Sifting seed.

Sorting beans.

Yeast.

2. PROVISIONS.

Slaughter-house and meat packing products, including fish, oysters, etc.

3. DAIRY PRODUCTS.

Butter, cheese, condensed milk, etc.

4. BAKERY PRODUCTS, CONFECTIONERY, ETC.

(a) Macaroni and other food pastes.

(b) Crackers and biscuits.

(c) Bread and other bakery products.

(d) Confectionery and ice cream.

Chewing gum.

Licorice.

5. BEVERAGES.

(a) Artificial ice.

(b) Cider, grape juice, etc.

(c) Mineral and soda waters.

REPORT OF BUREAU OF FACTORY INSPECTION, 1907. II.279

- (d) Malt.
- (e) Malt liquors.
- (f) Vinous and distilled liquors.
- (g) Miscellaneous bottling.

(Including bottle cleaning and sorting.)

6. TOBACCO PRODUCTS

- (a) Tobacco and snuff.
- (b) Cigars.
- (c) Cigarettes.

GROUP XI.

WATER, LIGHT AND POWER.

- 1. WATER.
- 2. GAS.
- 4. ELECTRIC LIGHT AND POWER.
- 5. STEAM HEAT AND POWER.
- 6. GARBAGE DISPOSAL, ETC.

GROUP XII.

BUILDING INDUSTRY.

A. CARPENTERS' SHOPS.

Including stair building.

B. PAINT SHOPS.

Decorating, glazing, paper hanging.

C. PLUMBERS' SHOPS.

INDEX OF INDUSTRIES.

PRODUCT.	Industry group.	Page.	PRODUCT.	Industry group.	Page.
Abrasives.....	I-2-b	226	Belts, leather.....	IV-3-f	242
Agricultural implements..	II-7	236	Beverages.....	X-5	256
Alcohol, wood.....	V-3	244	Bicycles.....	II-5-c	234
Alkalies.....	V-1-b	242	Biscuits.....	X-4-b	256
Aluminum, leaf.....	II-1-c	228	Blacksmithing.....	II-5-b	234
Aluminum (smelting).....	II-2-a	230	Blank book making.....	VII-3-b	246
Aluminum goods.....	II-2-g	230	Boats.....	II-6	236
Animal oil products.....	V-4	234	Boilers.....	II-3-t	234
Architectural iron.....	II-3-q	232	Bone, articles of.....	IV-5	242
Artificial stone.....	I-3-e	226	Bookbinding.....	VII-3-b	246
Asbestos.....	I-2-a	226	Boots.....	IV-3-d	240
Asphalt.....	I-3-a	226	Bottle cleaning.....	X-5-g	256
Awnings.....	IV-3-g	242	Bottles.....	I-5-d	228
Bags, paper.....	VII-2-b	246	Bottling.....	X-5-g	256
Bags, traveling.....	IV-3-c	240	Braids.....	VIII-5-c	250
Bakery products.....	X-4	256	Brass castings.....	II-2-c	230
Banners.....	IX-5-a	252	Brass ware.....	II-2-e	230
Bed springs.....	II-3-m	232	Bread.....	X-4-c	256
Beds, metal.....	II-3-m	232	Brick.....	I-4-a	226
Belting.....	IV-3-a	240	Bridges.....	II-3-d	230

INDEX OF INDUSTRIES — (Continued).

PRODUCT.	Industry group.	Page.	PRODUCT.	Industry group.	Page.
Bronze castings.....	II-2-c	230	Fancy leather goods.....	IV-3-f	242
Bronze ware.....	II-2-e	230	Fancy wood boxes.....	III-2-c	238
Brooms.....	III-7	240	Feathers, artificial.....	IX-4-a	252
Building industry.....	XII	258	Felt goods.....	VIII-2-b	248
Buttons, pearl.....	IV-5-a	242	Fertiliser.....	V-7-d	244
Cabinet work.....	III-5	238	Fiber goods.....	III-7-a	240
Canes.....	III-4-a	238	Fireproofing lumber.....	III-7-f	240
Canvas goods.....	IV-3-g	242	Fixtures, store, office and kitchen.....	III-5-c	238
Caps, men's.....	IX-3	252	Flags.....	IX-5-a	252
Carpenter shops.....	XII-a	258	Flax.....	VIII-6	250
Carpets.....	VIII-2-a	248	Flowers, artificial.....	IX-4-a	252
Carriages.....	II-5-a	234	Food.....	X	254
Cars.....	II-5-e	234	Frames, mirror and picture.....	III-5-d	238
Carving, wood.....	III-4	238	Fruit canning and preserving.....	X-1-c	254
Car wheels.....	II-3-p	232	Finishing (textiles).....	VIII-5-a	250
Castings.....	II-3-v	234	Fire alarm apparatus.....	II-4-a	234
Caskets.....	III-5-b	238	Fire arms.....	II-3-k	232
Casts, plaster.....	I-3-f	226	Fire clay.....	I-4-b	228
Celluloid.....	V-7-f	244	Fur goods.....	IV-2	240
Cement.....	I-3-b	226	Furnishing goods.....	IX-1-d	252
Cement block.....	I-3-e	226	Furniture.....	III-5	238
Cement, quarrying of.....	I-3-b	226	Furs.....	IV-2	240
Chemicals.....	V-1	242	Games.....	VII-3-d	248
Chemical products, miscellaneous.....	V-7	244	Garters.....	IX-2-e	252
Chinese laundries.....	IX-6-a2	254	Gas.....	XI-2	258
Cider.....	X-5-b	256	Gas fixtures.....	II-2-d	230
Cigar boxes.....	III-2-c	238	Glass.....	I-5	228
Cigarettes.....	X-6-c	256	Gloves.....	IV-3-e	242
Cigars.....	X-6-b	256	Glue.....	V-7-c	244
Cleaning.....	IX-6-b	254	Gold working.....	II-1	228
Clocks.....	II-8-d	236	Grain milling.....	X-1-a	254
Clothing.....	IX	250	Grape juice.....	X-5-b	256
Coffee roasting and grinding.....	X-1-d	254	Graphite.....	I-2-a	226
Collars.....	IX-1-b	250	Graphite (quarries).....	I-2-a	226
Colors.....	V-2-a	244	Groceries, not elsewhere specified.....	X-1-e	254
Confectionery.....	X-4	256	Gutta percha goods.....	IV-4	242
Conveyances.....	II-5, 6	234	Gypsum quarries.....	I-3-c	226
Cooking apparatus.....	II-3-r	232	Hair, articles of.....	IV-5	242
Cooperage.....	III-3	238	Hardware.....	II-3-g	230
Copper, manufactures of.....	II-2	230	Harness.....	IV-3-b	240
Copper, mining of.....	II-2	230	Hats, men's.....	IX-3	252
Cork.....	III-7	240	Hats, women's.....	IX-4-b	252
Corsets.....	IX-2-e	252	Heating apparatus.....	II-3-r	232
Cosmetics.....	V-6	244	Hemp.....	VIII-6	250
Cotton goods.....	VIII-3	248	Hones.....	I-1-c	226
Crackers.....	X-4-b	256	Horn, articles of.....	IV-5	242
Crates.....	III-2-b	238	Hosiery.....	VIII-4	248
Crayons.....	V-2-c	244	House trim.....	III-2-a	238
Cuffs.....	IX-1-b	250	Ice, artificial.....	X-5-a	256
Cutlery.....	II-3-h	232	Ice cream.....	X-4-d	256
Cycles.....	II-5-c	234	Incandescent lights.....	II-4-b	234
Dairy products.....	X-3	254	Infants' wear.....	IX-2-c	252
Dies.....	II-3-i	232	Inks.....	V-2-b	244
Distilled liquors.....	X-5-f	256	Instruments.....	II-8	236
Dress making.....	IX-2-a	252	Iron, manufactures of.....	II-3	230
Dress trimmings.....	VIII-5-c	250	Iron, mining of.....	II-3	230
Drugs.....	V-1	242	Jars (glass).....	I-5-d	228
Dyeing (textiles).....	VIII-5-a	250	Jewelry.....	II-1-e	228
Dyeing, custom.....	IX-6-b	254	Jute goods.....	VIII-6	250
Dyes.....	V-2-a	244	Kitchen fixtures.....	III-5-c	238
Dynamoes.....	II-4-c	234	Knit goods.....	VIII-4	248
Electric fixtures.....	II-2-d	230	Lamps.....	II-8-c	236
Electric light and power.....	XI-4	258	Lapidary work.....	II-1-f	228
Electrical apparatus.....	II-4	234	Laundering.....	IX-6-a	254
Embroideries.....	VIII-5-c	250	Lead.....	II-2	230
Engines, locomotive.....	II-5-fg	236	Lead pencils.....	V-2-c	244
Engines, stationary.....	II-3-t	234	Leather.....	IV-1	240
Engraving.....	VII-3-c	246	Leather goods.....	IV-3	240
Essential oils.....	V-3	244			
Explosives.....	V-7-e	244			

INDEX OF INDUSTRIES—(Continued).

PRODUCT.	Industry group.	Page.	PRODUCT.	Industry group.	Page.
Light.....	XI-4	258	Precious stones.....	II-1	228
Lime.....	I-3	226	Printers' materials.....	VII-1	246
Liquors.....	X-5	256	Printing.....	VII-3	246
Liquors vinous and dis- tilled.....	X-5-f	256	Proprietary medicines.....	V-1-a	242
Lithographing.....	VII-3-c	246	Provisions.....		254
Locomotives.....	II-5-f	236	Publishing.....		246
Macaroni.....	X-4-a	256	Pulp and paper mills.....		246
Machinery, not elsewhere specified.....	II-3-u	234	Pulp goods.....		246
Malt.....	X-5-d	256	Pulp mills.....		246
Malt liquors.....	X-5-e	256	Quilts.....		252
Marble (See Stone).....			Rags.....		254
Matches.....	V-7-a	244	Railway equipment.....		232
Mats.....	III-7-b	240	Railway repair shops.....		236
Mattresses.....	IV-5-d	242	Reflectors.....		236
Medicines.....	V-1-a	242	Registers.....		232
Metal beds.....	II-3-m	232	Rolling mills.....		230
Metal goods.....	II-2-g	230	Rubber goods.....	IV-4	242
Metals.....	II	228	Rugs.....	VIII-2-a	248
Meters.....	II-8-e	236	Sacks, paper.....	VII-2-b	246
Mica quarry.....	I-2	226	Saddlery.....	IV-3-b	240
Millinery.....	IX-4	252	Sails.....	IV-3-g	242
Milling.....	X-1-a	254	Salt mines.....	I-2	226
Mineral oil products.....	V-5	244	Sand.....	I-3-d	226
Minerals.....	I-2	226	Saw mill products.....	III-1	236
Mineral water.....	X-5-c	256	Scales.....	II-8-e	236
Mirrors.....	I-5-b	228	Sheet metal work.....	II-2-f	230
Mittens.....	IV-3-e	242	Ships.....	II-6	236
Molasses refining.....	X-1-b	254	Shirts.....	IX-1-b	250
Mortar.....	I-3-d	226	Shoes.....	IV-3-d	240
Mosaics.....	I-1-c	226	Silk goods.....	VIII-1	248
Motors.....	II-4-c	234	Silver working.....	II-1	228
Motor vehicles.....	II-5-d	234	Slate quarries.....	I-1	226
Mucilage.....	V-7-c	244	Slates.....	I-1-c	226
Neckwear, ladies.....	IX-2-d	252	Sleighs.....	II-5-a	234
Neckwear, men's.....	IX-1-c	250	Snuff.....	X-6-a	256
Needle work, miscellan- eous.....	IX-5	252	Soap.....	V-6	244
Office fixtures.....	III-6-c	238	Sodas.....	V-1-b	242
Oil cloth.....	VIII-7	250	Soda water.....	X-6-c	256
Oils.....	V	242	Spice roasting and grind- ing.....	X-1-d	254
Optical apparatus.....	II-8-b	236	Starch.....	V-7-b	244
Ore crushing.....	II-3-a	230	Stationary engines.....	II-3-t	234
Organs.....	III-6	240	Steam heat and power.....	XI-5	258
Ornamental iron.....	II-3-q	232	Steel.....	II-3	230
Packing boxes.....	III-2-b	238	Steel, works, rolling mills etc.....	II-3-c	230
Paints.....	V-2	244	Stereopticons.....	II-8-c	236
Paint shops.....	XII-b	258	Stone quarries.....	I-1	226
Paper.....	VI	246	Stone, working of.....	I-1	226
Paper goods.....	VII-2	246	Store fixtures.....	III-5-c	238
Paper, waste.....	VI-1	246	Structural iron.....	II-3-d	230
Parasols.....	IX-5-c	252	Sugar refining.....	X-1-b	254
Pearl, articles of.....	IV-5	242	Suspenders.....	IX-1-d	252
Pencils.....	V-2-c	244	Tailoring.....	IX-1-a	250
Pens, gold.....	II-1-e	228	Talc mines.....	I-2	226
Perfumery.....	V-6	244	Telegraph apparatus.....	II-4-a	234
Phonographs.....	II-8-e	236	Telephone apparatus.....	II-4-a	234
Photographic apparatus.....	II-8-b	236	Tents.....	IV-3-g	242
Photography.....	VII-5	248	Terra cotta.....	I-4-b	228
Pianos.....	III-6	240	Textiles.....	VIII	248
Picture frames.....	III-5-d	238	Tiles.....	I-4	226
Pig iron.....	II-3-b	230	Time recorders.....	II-8-d	236
Pillows.....	IV-5-d	242	Tobacco products.....	X-6	256
Pipes, tobacco.....	III-7-e	240	Tools.....	II-3-i	232
Planing mill products.....	III-2	238	Tortoise shell, articles of.....	IV-5-b	242
Plaster.....	I-3	226	Toys (wooden).....	III-4-c	238
Plated ware.....	II-1-a	228	Traveling bags.....	IV-3-c	240
Plumbers' shops.....	XII-c	258	Trunks.....	IV-3-c	240
Pottery.....	I-4	226	Type.....	VII-1	246
Power.....	XI	258	Typewriters.....	II-3-a	232
			Umbrellas.....	IX-5-e	252

INDEX OF INDUSTRIES — (*Concluded*).

PRODUCT.	Industry. group.	Page.	PRODUCT.	Industry group.	Page.
Umbrella sticks	III-4-a	238	Wax figures	V-7-a	244
Upholstery	III-5-a	238	Wheelwrighting	II-5-b	234
Upholstery goods	VIII-5-b	250	White goods, women's	IX-2-b	252
Varnish	V-2-a	244	Window shades	VIII-7	250
Vegetables, canning and preserving	X-1-c	254	Wire work	II-3-n	232
Vehicles	II-5	234	Wood alcohol	V-3	244
Vinous liquors	X-5-f	256	Wood carving	III-4	238
Wagons	II-5-a	234	Wood manufactures	III	238
Wall paper	VII-4	248	Wood turning	III-4	238
Washers	IV-3-a	240	Wool manufactures	VIII-2	248
Watch cases	II-1-d	228	Worstedes	VIII-2-c	248
Water works	XI-1	258	Zinc, manufactures of	II-2	230
			Zinc, mining of	II-2	230

NEW YORK STATE DEPARTMENT OF LABOR

TWENTY-FIRST ANNUAL REPORT

OF THE

BUREAU OF MEDIATION AND
ARBITRATION

FOR TWELVE MONTHS ENDED SEPTEMBER 30

1907

TRANSMITTED TO THE LEGISLATURE MARCH 23, 1908, AS PART III OF THE
SEVENTH ANNUAL REPORT OF THE DEPARTMENT OF LABOR



ALBANY
STATE DEPARTMENT OF LABOR

1909

BUREAU OF MEDIATION AND ARBITRATION.

JOHN LUNDRIGAN, Second Deputy Commissioner of Labor and Chief Mediator.

MICHAEL J. REAGAN, Mediator of Industrial Disputes.

JOHN J. BEALIN, Special Agent.

MISS MABEL L. CROUNSE, Clerk.

[On June 29, 1907, Messrs. Lundrigan (Chairman), Reagan and Bealin were designated by the Commissioner of Labor as the Board of Mediation and Arbitration in accordance with section 142 of the Labor Law, as amended by chapter 505 of the Laws of 1907.

STATE OF NEW YORK

No. 30 C.

IN ASSEMBLY

MARCH 23, 1908.

TWENTY-FIRST ANNUAL REPORT

OF THE

BUROAU OF MEDIATION AND ARBITRATION.

STATE OF NEW YORK,

DEPARTMENT OF LABOR,

ALBANY, *March 23, 1908.*

To the Speaker of the Assembly:

SIR.—In accordance with the provisions of Article X of Chapter 415 of the Laws of 1897, as amended by chapter 505 of the Laws of 1907, I herewith transmit to the Legislature, as part of the seventh annual report of the Department of Labor, the report of the Bureau of Mediation and Arbitration for the twelve months ended September 30, 1907, constituting the twenty-first annual report of that Bureau as successor of the former State Board of Mediation and Arbitration.

Yours respectfully,

JOHN WILLIAMS,

Commissioner.

CONTENTS.

I.	PAGE
REPORT ON THE WORK OF MEDIATION AND ARBITRATION.....	11

II. STATISTICS OF STRIKES AND LOCKOUTS.

ANALYSIS.....	22
TABLES:	
I. Detailed statement of each dispute, arranged by industries and localities.....	32
II. Principal disputes of 1907.....	74
III. Summary table, showing by industries the number of disputes, employees involved and aggregate days of working time lost in disputes in 1907.....	75
IV. Causes of disputes, combined with results.....	78
V. Results of disputes, by industries.....	86
VI. Mode of settlement of disputes.....	92
VII. Locality table of disputes, showing number of disputes, employees involved and aggregate days of working time lost.....	98
VIII. Duration of disputes.....	106

III. NOTES ON INDIVIDUAL DISPUTES.

Albany coal teamsters and handlers.....	107
Albany & Hudson R. R. Employees.....	107
Buffalo switchmen (2).....	108
Cohoes textile workers (carders).....	110
Geneva boiler makers.....	111
Lockport fiber pressmen.....	111
New Rochelle speedometer makers.....	112
New York City automobile drivers.....	112
belt makers.....	113
bobbers.....	114
chandelier and metal workers.....	116
cloak and jacket makers (3).....	118
compositors.....	119
enameled ware makers (2).....	127
firemen and trainmen.....	128
freight handlers.....	129
ice handlers.....	129
longshoremen.....	130
masters, mates and pilots.....	132
painters and decorators.....	133
silk weavers.....	137
silver workers.....	137
street cleaners (drivers).....	139

III.6 NEW YORK STATE DEPARTMENT OF LABOR.

	PAGE
New York City sugar refinery employees.....	140
teamsters.....	141
umbrella handle makers.....	141
New York Harbor switchmen.....	142
Newburgh carpenters.....	145
Rochester street railway laborers.....	145
West Albany car workers.....	145
West Seneca blacksmiths and helpers.....	146

IV.

ARBITRATION IN NEW YORK CITY PRINTING TRADES.

Arbitration between newspaper publishers and compositors.....	147
Arbitration between publishers and photo-engravers.....	160
The Printers' League of America.....	164

V.

JOINT TRADE AND INDUSTRIAL AGREEMENTS.

GROUP I.—STONE, CLAY AND GLASS PRODUCTS.

Cement workers, Syracuse.....	179
Glass bottle blowers, national agreement.....	179
Glass workers, flint, Lockport.....	184
Glass workers, cutters, etc., Rochester.....	187
Granite cutters, Buffalo.....	188
Marble workers, New York City.....	189
Quarry workers, Buffalo.....	191

GROUP II.—METALS, MACHINES AND CONVEYANCES.

Blacksmiths, New York, Ontario & Western R. R.....	191
Boiler makers, Boston & Maine R. R.....	192
Cranemen and motormen, Schenectady.....	193
Electrical apparatus makers, Schenectady.....	194
Engineers, stationary, Syracuse.....	195
Firemen, stationary, Syracuse.....	195
Horseshoers, Albany.....	196
Iron workers, Lockport.....	197
Machinists, Boston & Maine R. R.....	198
Delaware & Hudson R. R.....	199
New York City (3).....	200
New York, Ontario & Western R. R.....	203

GROUP III.—WOOD MANUFACTURES.

Box makers, New York City.....	205
Coopers, Utica.....	206
Upholsterers, New York City.....	207
Wood workers, mill, White Plains.....	208

GROUP IV.—LEATHER AND LEATHER GOODS.

Shoe cutters, Auburn.....	208
---------------------------	-----

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.7

GROUP VI.— PAPER AND PULP.	PAGE
Firemen, International Paper Company's mills.....	210
Pulp workers, International Paper Company's mills.....	211
. GROUP VII.— PRINTING AND PAPER GOODS.	
Compositors, newspaper, national arbitration agreement.....	213
Compositors, Albany.....	220
New York City (3).....	225
Newburgh.....	231
Peekskill.....	234
Rome.....	234
Saratoga Springs.....	240
Schenectady.....	242
Tarrytown and Ossining.....	247
Photo-engravers, Buffalo.....	248
New York City.....	249
Press feeders, Buffalo.....	251
New York City.....	252
Pressmen, Buffalo.....	253
New York City.....	254
GROUP VIII.— TEXTILES.	
Wet weavers, Amsterdam.....	255
GROUP IX.— CLOTHING, MILLINERY AND LAUNDRY.	
Children's cloak and reefer makers, New York City.....	255
Cloak makers, New York City.....	257
Jacket makers, New York City.....	258
Knee pants makers, New York City.....	259
Ladies' garment workers, New York City.....	260
Overall workers, Binghamton.....	261
Pants and vest makers, Warrensburg.....	262
Pants makers, New York City.....	264
Sailor suit makers, New York City.....	265
Shirt makers, New York City.....	266
Tailors, New York City.....	269
GROUP X.— FOOD, LIQUORS AND TOBACCO.	
Bakers, Albany.....	271
Buffalo.....	271
New York City (2).....	273
Newburgh.....	274
Oneida.....	275
Port Jervis.....	276
Bottlers, Albany.....	276
New York City.....	278
Brewery workers, Albany: ale and porter workers.....	279
beer drivers.....	280
lager beer brewers.....	282
Auburn and Syracuse.....	284

III.8 NEW YORK STATE DEPARTMENT OF LABOR.

	PAGE
Brewery workers, Buffalo: beer drivers.....	286
engineers and firemen.....	288
lager beer brewers.....	289
Dunkirk.....	291
Hornell.....	292
Jamestown: bottlers.....	293
lager beer brewers.....	294
Rochester, all branches.....	295
Syracuse, drivers.....	299
Troy: ale and porter workers.....	301
lager beer brewers.....	302
Utica.....	304
Maltsters, Buffalo.....	305
GROUP XII.— BUILDING INDUSTRY.	
Beer pump plumbers, New York City.....	307
Bricklayers and masons, Albany.....	307
Albion.....	310
Port Chester.....	311
Rochester.....	312
White Plains.....	314
Building trades, general, White Plains.....	315
Carpenters, Albany.....	317
Cohoes.....	317
Jamestown.....	318
New York City (2).....	319
Newburgh.....	324
Niagara Falls.....	325
Poughkeepsie.....	326
Rochester.....	327
Saranac Lake.....	328
Tuxedo and Sloatsburg.....	329
Warwick.....	330
White Plains.....	331
Compressed air workers, New York City.....	333
Derrickmen and riggers, New York City.....	335
Electrical workers, Ithaca.....	335
New York City.....	337
White Plains.....	339
Excavators and rockmen, Yonkers.....	341
Laborers, Albany.....	342
New York City.....	343
Rochester.....	344
White Plains.....	345
Lathers, Suffern.....	346
Painters, Amsterdam.....	346
Binghamton.....	347
Buffalo (2).....	347
Cohoes.....	349
Glens Falls.....	350

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.9

	PAGE
Painters, Middletown.....	350
Millbrook.....	350
Newburgh.....	351
Niagara Falls.....	352
Rochester.....	353
Troy.....	354
White Plains.....	354
Pavers, asphalt and wood, New York City.....	356
Plasterers, Niagara Falls.....	358
Plumbers, Gloversville.....	359
Middletown.....	360
New Rochelle.....	361
Newburgh.....	362
Niagara Falls.....	362
Plattsburg.....	363
Poughkeepsie.....	364
Schenectady.....	365
Troy.....	366
Yonkers.....	368
Sheet metal workers, Newburgh.....	369
Niagara Falls.....	373
Queens, Nassau and Suffolk counties.....	374
Rochester.....	376
Utica.....	377
White Plains.....	378
Tile layers, Buffalo.....	378
Tuck pointers, Buffalo.....	379

GROUP XIII.—TRANSPORTATION.

Car workers, Boston & Maine R. R.....	380
Conductors and motormen, Albany and Hudson R. R.....	381
Conductors, trainmen, and yardmen, Boston & Maine R. R.....	383
Buffalo, Rochester & Pittsburg Ry.....	394
Delaware & Hudson R. R.....	403
Delaware, Lackawanna & Western R. R... ..	410
Erie R. R.....	416
Lake Shore & Michigan Southern Ry.....	439
New York Central & Hudson River R. R.. ..	453
New York, Chicago & St. Louis.....	471
Engineers, Boston & Maine R. R.....	476
Buffalo, Rochester & Pittsburg Ry.....	482
Delaware, Lackawanna & Western R. R.....	489
Erie R. R.....	492
Lake Shore & Michigan Southern Ry.....	498
Long Island R. R.....	502
New York Central & Hudson River R. R.....	506
New York, New Haven & Hartford R. R.....	512
New York, Chicago & St. Louis R. R.....	524
Firemen, Boston & Maine R. R.....	529
Delaware, Lackawanna & Western R. R.....	535

III.10 NEW YORK STATE DEPARTMENT OF LABOR.

	PAGE
Firemen, Erie R. R.....	539
Lake Shore & Michigan Southern Ry	545
New York Central & Hudson River R. R.....	549
Freight handlers, Buffalo.....	558
Lumber handlers, North Tonawanda.....	558
Marine engineers, Great Lakes.....	559
New York City.....	563
Marine firemen, oilers, etc., Great Lakes.....	566
Masters, mates and pilots, New York City.....	570
Seamen, Great Lakes.....	572
Steam shovel, dredge and tug men, Great Lakes.....	579
Street railway employees, Albany and Troy.....	581
Oswego.....	585
Switchmen, Delaware, Lackawanna & Western R. R.....	586
Teamsters, Albany.....	588
New York City (3).....	588
Troy.....	590
Telegraphers, Buffalo, Rochester & Pittsburg Ry.....	591
New York, New Haven & Hartford R. R.....	596

GROUP XIV.— MISCELLANEOUS.

Actors, New York City.....	600
Barbers, New York City.....	601
Bartenders, Binghamton.....	601
Clerks and salesmen, Geneva.....	602
Stage employees, Syracuse.....	603

ANNUAL REPORT OF THE BUREAU OF MEDIATION AND ARBITRATION.

In the year ended September 30, 1907, there was an increase over the previous year, both in the number of disputes and in the number of work people involved, as shown in the following summary:

	1907.	1906
Number of strikes and lockouts.....	282	245
Employees involved directly.....	77,931	56,454
Employees involved indirectly.....	13,286	7,252
Aggregate days of working time lost.....	1,724,260	1,668,281

Classified by principal cause or object in each case the disputes of this year appear as follows:

Principal Cause or Object.	No. of disputes.
Increase in wages.....	135
Reduction in wages.....	10
Shorter hours.....	24
Longer hours.....	1
Trade unionism.....	55
Particular persons.....	24
Working arrangements.....	22
Payment of wages.....	1
Sympathetic.....	3
Miscellaneous.....	7

The increase of industrial disturbances this year, as evidenced by the above figures, was caused almost entirely by the number and volume of disputes in which unskilled or common labor participated. These were usually strikes started for an increase of wages, but which in most instances developed into contention for union recognition owing to the fact that the union involved either had had no trade agreement previously or had been organized in connection with the strike. The special problem involved in this class of disputes is referred to later on in this report.

The work of the Bureau in the direction of preventing or settling disputes may be roughly summarized as follows, these figures including only those cases to which personal attention was given by some member of the staff for the purpose of intervention, and excluding such cases as simple replies to inquiries by

III.12 NEW YORK STATE DEPARTMENT OF LABOR.

parties, or observation of disputes in which no opportunity for intervention by the Bureau was apparent, etc.:

The total number of disputes in which the Bureau intervened was 53. A tabular summary of these is appended to this report. In 8 cases the intervention occurred before any stoppage of work. In 41 cases the Bureau intervened upon its own initiative, while in 12 instances the intervention in the first instance was in response to requests therefor, such request being made 11 times by work people and once by disinterested third parties. The number of requests for intervention was the largest in the Bureau's history. In 17 cases the Bureau's action led directly to an immediate settlement of the dispute. Substantial contribution toward settlement was undoubtedly made in several other cases. In 22 cases the Bureau's representatives brought about conferences of representatives of the parties and 14 of these were immediately successful. All of the Bureau's action was in the nature of conciliation or mediation, and there was no case of arbitration this year either by the State Board or by a representative of the Bureau.

The most serious obstacle with which we have had to deal in the attempted adjustment of disputes has been what is commonly termed trade unionism, or recognition of the union by the employer. There has been a decided disposition on the part of employers in most instances where strikes have occurred to insist on non-recognition of labor organization. This has been especially true in case of disputes involving common labor or mechanics' helpers. On the other hand, the unions have been insistent on maintaining and inaugurating union conditions. Several disputes have occurred and many others have been prolonged solely on this contention. We have endeavored to avoid taking sides on this, or any other contention, but believe where a cause for industrial dispute is known, it should be fairly met and if possible removed.

The ideal condition in the industrial world is the uninterrupted employment of both capital and labor. Therefore, the important thing is to overcome or minimize interruption of such employment. We have said before (*cf.* Annual Report for 1901, pp. 12-14), and here repeat, that the most effective method thus far devised for promoting and preserving industrial peace is mutual

collective bargaining predicated on local or trade agreements providing for trade arbitration. We are unable to comprehend how trade agreements or collective bargains can be made unless there is some form of organization of each party to them. What other alternative can there be? Assuming it to be possible to disrupt the now existing labor organizations and to substitute therefor individual dependence of the workmen on employers as to terms and conditions of employment, is it not a foregone conclusion that the next development will be a reincarnation of the labor union in some form, whether a more radical one or not would be for the future to solve. It is reasonable to expect to always have a percentage of radical individuals on both sides of this problem. However, the general trend is toward the substitution of reason for force, of conciliation and trade agreements for strikes and lockouts, and in this connection we present a suggestion that has for its object the enlargement of this principle, and that is intended to overcome some of the objections of employers to dealing with organized labor on the alleged grounds of radicalism, inexperience and irresponsibility.

The suggestion is that a partial readjustment of labor unions might be effected in trades and occupations where mechanics or skilled labor are employed jointly with common labor and where, generally speaking, the proportion of skilled labor is as large or larger than the unskilled or common labor, the two classes standing practically in the relation of mechanic and helper, so that the helper or common labor organization should be made auxiliary to the mechanic or skilled labor organization, and so that when trade agreements are made they should be made for both classes of labor, the skilled trade representing both.

This may seem at first to be a usurpation of the rights of one class of employees by the other, but second thought will convince any unprejudiced person of experience that it is to the interest of the skilled workman that his helper or apprentice should be satisfied with his condition of labor, and that it is natural to assume that the average mechanic will bring more experience and ability to the making of working or trade agreements than will the common laborer. From the standpoint of the employer, in fact from any viewpoint, there is the advantage that the mechanic's organization is likely to be more stable and reliable than that

III.14 NEW YORK STATE DEPARTMENT OF LABOR.

of the laborer. In addition to this, from the standpoint of the laborer, it may be noted that if a mechanic stops work the helper or laborer is necessarily rendered idle, whereas the mechanic, if he so elects, can continue at work in case the laborers strike, either by doing the work of the laborer in connection with his own, or by working with other labor.

The suggested plan has already been tried in several trades locally, and seems to have been successful. We believe its more general adoption would have a tendency to give wider application to the principle of collective bargaining and trade agreements, and as illustrations of its practical application quote the following extract from the joint arbitration plan between the Building Trades Employers' Association and the Unions of the Building Trades of New York City, together with copies of agreements now in force which embody the plan:

Extract from Joint Arbitration Plan between the Building Trades Employers' Association and the Unions of the Building Trades of New York City.

Sec. 23. "Unskilled trades" are hereby defined to be those of laborers, helpers or workers from whose ranks mechanics of a particular trade are not regularly recruited. Any difficulty arising in the unskilled trades may be adjusted in accordance with the provisions of this Plan, through the mechanics of the trade in which the unskilled are working; and should the mechanics of a trade repeatedly refuse to file a complaint it may be presented upon the written request of five organizations, parties to this plan."

Wage agreement for Laborers' Union Protective Society of New York City, entered into between the Mason Builders' Association and Bricklayers' Unions of New York City and Long Island for 1906-1907.

The Mason Builders' Association, of which Mason Builders' Local No. 1 is herein declared and understood to be a constituent part, hereby enters into the following wage agreement with the Bricklayers' Unions Nos. 1, 3, 4, 7, 9, 11, 29, 32, 33, 34, 35, 40, 41, 47, 53 and 72, of New York City and Long Island, for the Laborers' Union Protective Society of New York City.

That on and after May 1st, 1906, the wages of the members of the L. U. P. S. shall be 37½ cents per hour for eight hours per day for five days, and four hours on Saturday, and the hours of labor shall be from 8 A. M. to 5 P. M. for five days, with one hour for lunch; the lunch hour to be from 12 M. to 1 P. M.

The hours of labor on Saturday to be from 8 A. M. to 12 M.; all other time shall be considered overtime and be paid for at the rate of time and one-half, except the lunch hour. Sundays and the following holidays, New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, shall be paid for at the RATE OF DOUBLE TIME.

For Mason Builders' Association:

Frank E. Conover, Chairman.

P. J. Carlin.

William Crawford.

Jacob Zimmermann.

Thomas B. Leahy.

George J. Wilis.

Ely Greenblatt.

Chas. A. Cowen.

F. J. Kelly, Jr.

William Kennedy.

C. Curtis Woodruff.

F. J. Ashfield.

Arthur G. Stone.

J. C. Vreeland.

Otto M. Eidlitz.

For Bricklayers' Union:

No. 41. Frank R. Harper, Chairman.

No. 1. Thomas H. Samuels.

No. 3. Richard B. Moore.

No. 4. James Birchall.

No. 7. Joseph Doody.

No. 9. Daniel Gundacker.

No. 11. William Klein.

No. 29. Harry F. Collins.

No. 32. Hugh Begley.

No. 33. Luke A. Burke.

No. 34. Sam Tomley.

No. 35. John Grix.

No. 40. Timothy Shea.

No. 47. Charles F. McGinty.

No. 53. _____

No. 72. James J. Brogan.

Agreement between the Employing Plasterers' Association and the Plasterers' Helpers Society of New York.

Section I. This agreement made and entered into on the 29th day of June, 1905, between the Employing Plasterers' Association of New York, and the Plasterers' Helpers Society of New York, on the following terms and conditions:

Section II. The wages of the Plasterers' Helpers shall be \$3.25 per day, and that eight hours shall constitute a day's work; work done between the hours of 5 and 6 o'clock P. M. and on Saturday afternoons shall be considered "single time" and paid as such; all other time except as hereinbefore mentioned "double time."

Section III. The helpers are to start work and get the material tempered and ready on the scaffold for the plasterers to start work at 8 A. M. and 1 P. M.

Section IV. It is further agreed that no scaffold shall be built except by members of the Plasterers' Helpers Society of New York, parties to this agreement, or by plasterers, carpenters or regular scaffold builders, and that all plasterer's materials are to be handled by the Plasterers' Helpers Society.

Section V. The cleaning of floors when not called for in the plastering specifications shall not be insisted upon being done by the Plasterers' Helpers Society.

Section VI. *The Plasterers' Helpers Society* will be represented through the *Journeyman and Ornamental Plasterers Societies of New York*, and all grievances or violations of the above rules shall be laid before the Joint Arbitration Board for settlement. No members of the Plasterers' Helpers Society shall leave the employment of a member of the E. P. A. until the matter in dispute has been brought before the Joint Arbitration Board and their decision rendered.

Section VII. In ornamental shops when more than two laborers are employed, they shall be members of the Plasterers' Helpers Society.

Section VIII. This agreement is intended to cover the entire trade and all other plasterers and helpers will come under this agreement.

This agreement shall terminate on the first day of January, 1907.

III.16 NEW YORK STATE DEPARTMENT OF LABOR.

. This agreement is made through Joint Arbitration Board, the *Journeyman and Ornamental Plasterers representing and making the above agreement on behalf of the Plasterers' Helpers Society*. All violations and disputes of this agreement to be settled as per section 6 of this agreement.

For E. P. A.

H. W. Miller.

James Morrison, Jr.

Ph. McNulty.

C. E. Walter.

J. F. Clark.

For J. P. S.

Chas. A. Schott.

Walter Thomson.

Thos. J. Dinkin.

For O. P. S.—6.

L. S. Massimo.

F. Morkel.

For P. H. S.

John Dwyer.

Patrick McCabe.

Frank Larock.

Arani Altana.

The Bureau has held steadily to the policy of subordinating official or State interference to co-operation with local officers, agents or individuals to effect mediation, conciliation or arbitration whenever such course was possible.

With the increased force available October 1, 1907, it is expected to enlarge the general scope of the Bureau's work during the ensuing year by more personal visitation to localities where disputes are threatened or actually exist. It is also intended to amplify the effort made last year to encourage the establishment of local conciliatory bodies through personal discussion and explanation of the subject by the staff of the Bureau at meetings of central labor bodies and employers' organizations whenever time and opportunity permit. This will cause a temporary increase in the expense of maintaining the Bureau, but should produce results which will much more than offset the increase by creating a better understanding on the part of industrial organizations as to the work of the Bureau, and the means which can and should be employed to prevent strikes or lockouts.

The recommendation made last year that suitable provision be made for a secretary or chief clerk to the Bureau is renewed for the same reasons given last year, viz.: In order that the correspondence, office files and permanent records may be at all times under the immediate direction and supervision of an official with practical knowledge of the subject and the judgment necessary to properly dispose of all routine matters, and at the same time keep the field force properly advised on current matters of interest. This will be more necessary than ever with the increase in the field force provided for the ensuing year. The alternative is to

deplete the field force intermittently to attend to the details of necessary work in the office, and in so doing divert one of the staff from work for which he is supposed to have special qualifications to that for which he may not be particularly adapted, and which is likely to be looked upon as a temporary assignment. In addition, should it be deemed advisable or necessary to hold formal investigation of important disputes by the Board of Mediation and Arbitration, it would be almost or quite a necessity to have an officer available familiar with the detailed sources of information in the office of the Bureau and competent to perform such duties as usually devolve on a secretary.

Respectfully submitted,

(Signed.) JOHN LUNDRIGAN,
Second Deputy Commissioner and Chief Mediator.

TABULAR SUMMARY OF INTERVENTIONS BY THE BUREAU OF MEDIATION AND ARBITRATION, 1907.

[N. B.—An asterisk in third column indicates that fuller details are given in Notes on Individual Disputes in Part III.]

Date of dispute.	Locality.	Trade directly concerned.	Total employees involved.	Intervention requested by—	Nature of Bureau's action.†	Mode of settlement where Bureau's action failed of settlement.	Close of dispute
Oct. 4	New York City.	Silver workers*.	215	.....	.....	Strikers returned to work unconditionally.	Feb. 28
Oct. 13	New York City.....	Bobbers and polishers*	113	.....	(..... which resulted in settlement. Conference of parties arranged, but no agreement reached therein.	.....	Feb. 1
Oct. 25	New York City.....	Automobile drivers*.	325	.....	Intervention before strike. Parties interviewed separately. Conciliation or arbitration urged.	Conference of parties arranged by National Civic Federation which resulted in settlement. After a few days, agitation for strikes ceased.	Nov. 17
Nov. 6	West Albany.....	Car workers*.	†	.....	Conference of parties arranged which resulted in settlement. Investigation which showed that parties had arranged for a conference.	.....	.....
Nov. 8	New York City.....	Umbrella handle makers*.	300	.....	Intervention before strike. Services of the Board tendered.	.....	Dec. 5
Nov. 20	New York City.....	Chandelier and metal workers*.	2,098	.....	Intervention before strike. Parties communicated with and arbitration urged.	Direct negotiations of the parties.	Dec. 11
Nov.	New York Harbor..	Switchmen*.	†	.....	Parties interviewed and partial agreement reached, but before strikers returned to work new controversy arose.	.....	.....
Nov.	New York City.....	Firemen and trainmen*.	†	.....	Parties interviewed and settlement effected.	.....	.....
Dec. 29	New York City.....	Cloak makers*.	125	.....	Parties interviewed separately.	Strikers returned to work as individuals or their places were filled.	Feb. 15
Jan. 3	New York City.....	Cloak makers*.	79	.....	Parties interviewed and settlement effected.	.....	Feb. 1
Jan. 9	New York City.....	Freight handlers*.	100	.....	Parties interviewed separately.	Places of strikers filled with new hands.	Jan. 10
Jan. 12	Buffalo.....	Switchmen*.	77	.....	Conference of parties arranged and attended by Bureau representative, which led to settlement.	.....	Jan. 15

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.19

March 1	Geneva.....	Boiler makers*.....	50 Employees.	places filled with new	March 3.
March 4	New York City.....	Belt makers*.....	17.....	.....	April 11
March 12	New York City.....	Silk weavers*.....	65.....	.....	March 14
March 14	New Rochelle.....	Speedometer makers*..	100.....	f strikers filled with new	March 30
March 22	New York City.....	Clock makers*.....	1,200.....	negotiations of the parties..	May 25
April 1	Coburn.....	Carders*.....	3,368.....	.....	April 25
April 8	Newburgh.....	Carpenters*..	200 Citizens ..	found employment in	July 17
April 11	Rochester.....	Street railway laborers*	350 Employees...	localities.	April 18
April 13	Buffalo.....	Switchmen*.....	4 Employees...	.....	April 15
April 24	Lockport.....	Fiber pressmen*.....	189 Employees..	returned to work or their	July 10
April 29	New York City. . .	Longshoremen*.....	15,000.....	were filled by new hands.	June 13
April 29	New York City.....	Jewelry and silver case makers.	176.....	returned to work or their	Oct. 12
May 1	New York City.....	Masters, mates and pilots.*	300.....	were filled with new hands.	May 3
May 6	New York City.....	Sugar refinery employ-ees.*	1,070.....	.....	May 11
May 13	Albany.....	Coal teamsters and handlers.*	240.....	negotiations of the parties..	May 22
May 13	New York City.....	Enameled ware makers*	510.....	.....	May 23
May 28	New York City.....	Hotel porters.....	200 Employees...	cases direct negotiations	June 17
				ties, in others places of	
				filled with new hands.	

† In all cases by individual representatives of the Bureau, and, unless otherwise stated, after suspension of work.

‡ Not reported; no strike occurred.

Tabular Summary of Interventions by the Bureau of Mediation and Arbitration, 1907.—Concluded.
[N. B.—An asterisk in third column indicates that fuller details are given in Notes on Individual Disputes in Part III.]

Date of dispute	Locality.	Total employees involved.	Intervention requested by—	Nature of Bureau's action.†	Mode of settlement where Bureau's action failed of settlement.	Close of dispute.
June 4	1 New York City.	230	Employees.	Employees interviewed.	Strikers returned to work.	Aug. 1
June 3	3 New York City.	215	Employees.	Parties interviewed separately.	Strikers' places filled by new hands.	July 8
June 4	4 Albany & Hudson Railway.	†	Employees.	Intervention before strike. Parties interviewed separately and arbitration urged.	Direct negotiation of the parties.	.....
June 25	25 New York City.	914	.....	Commissioner of Streets and strikers but without effecting settlement. Further conference was being arranged when settlement occurred.	Conference of strikers' committee with Mayor of city.	July 1
June 26	26 New York City	700	.....	Parties interviewed and propositions from each party submitted to the other. Finally a conference was arranged which resulted in a settlement.	.....	July 5
June 28	28 New York City.	14	.....	Parties interviewed and proposition secured from employers which was accepted by employees.	.....	July 31
June 12	12 West Seneca.	39	Employees.	Parties interviewed. Employers refused to open negotiations as strikers were not needed.	Strikers' places filled by new hands.	June 2
July 2	2 New York City	105	.....	Conference of parties arranged which resulted in settlement.	.....	July 13
July 8	8 New York City.	650	.....	Parties interviewed separately.	Strikers returned to work.	July 20
July 15	15 New York City.	20,000	.....	Parties interviewed separately.	Direct negotiations between employers and representatives of the union.	Aug. 15
July 22	22 New York City.	1,000	.....	Conference of parties arranged; settled in part.	.....	Sept. 14
Aug. 1	1 Buffalo	200	.....	Parties interviewed separately.	Strikers returned to work or their Aug. 20 places filled with new hands.	20
Aug. 3	3 New York City.	80	.....	Parties interviewed separately.	Cooperative shops started by strikers.	Sept. 23

Aug.	9	New York City.....	White goods makers.....	184	.....	Services of Bureau offered to each party.	Negotiations between employers and committee of strikers.	Sept.	9
Aug.	12	New York State.....	Telegraphers.....	1,260	.....	Parties interviewed separately..	Strikers returned to work or their places were filled with new hands.	Nov.	6
Aug.	13	New York City.....	Carpenters and plumbers.	7	.....	Services of Bureau offered to employer.	†	Oct.	8
Aug.	21	New York City.....	Firemen and oilers.....	35	.....	Parties interviewed separately..	Strikers' places filled with new hands.	Aug.	21
Aug.	22	New York City.....	Meat wagon drivers.....	235	.....	Parties interviewed separately..	Strikers returned to work on employers' terms.	Sept.	9
Aug.	23	New York City.....	Furriers.....	6,000	.....	Parties interviewed separately..	Direct negotiations of individual employers with union representatives.	Oct.	5
Sept.	9	Albany.....	Stove mounters.....	161	.....	Conference arranged.....	Conference of national officers of employers' and employees' organizations.	Sept.	30
Sept.	10	Little Falls.....	Leather workers.....	196	Employees...	Conference arranged. No agreement reached, but no strike occurred.	†	.....	.....
Sept.	11	Albany.....	Laborers.....	30	Employees...	Employer interviewed.....	†	Sept.	11
Sept.	11	New York City.....	Machinists.....	54	Employees...	Conference arranged.....	Direct negotiations of employer with union representative.	Oct.	12
Sept.	11	New York City.....	Skirt pressers.....	72	.....	Parties interviewed separately..	Places of strikers filled with new hands.	Sept.	23

† In all cases by individual representatives of the Bureau, and, unless otherwise stated, after suspension of work. ‡ Not reported; no strike occurred.

II.

STATISTICS OF STRIKES AND LOCKOUTS.

During the year ended September 30, 1907, there were begun in this State 282 strikes or lockouts.* This exceeds the record of any year since 1900. On the other hand, the number of employees involved, as shown in the summary below, although greater than in 1905 and 1906, was much less than in 1903 and 1904, and the loss to the participants in wages and profits, as measured by working days lost, was little more than in 1905 and 1906 and less than half that in 1903 and 1904.

STRIKES AND LOCKOUTS IN NEW YORK STATE, 1901-1907.

YEAR ENDED Sept. 30—	EMPLOYEES INVOLVED.				WORKING DAYS LOST.		
	Disputes.	Directly.	Indirectly.	Total.	Directly.	Indirectly.	Total.
1901 (9 mos.)..	130	22,205	22,851	45,056	502,166	317,501	820,667
1902.....	138	34,281	3,676	39,957	497,204	70,511	567,715
1903.....	202	100,133	18,258	118,391	3,473,091	685,653	4,158,744
1904.....	124	57,308	51,225	108,533	1,840,554	1,658,907	3,499,461
1905.....	154	52,564	22,053	74,617	922,775	355,221	1,277,996
1906.....	245	56,454	7,252	63,706	1,568,245	100,036	1,668,281
1907.....	282	77,931	13,286	91,217	1,482,923	241,337	1,724,260

NUMBER OF DISPUTES.

The increased total of disputes this year may be traced to increases in one-half the industries represented this year and last. The principal increases were in the metal, paper, textile, food and transportation trades. A notable decrease appears in the building trades, from 85 in 1906 to 62 in 1907. The following table shows the number of disputes in each year from 1902-7 by groups of trades:

	1902.	1903.	1904.	1905.	1906.	1907.
1-a Agriculture.....	1	....	....	....	....	....
1-c Fisheries.....	1	....	....	....	1	1
1. Stone, clay, glass products.....	5	8	2	13	12	5
2. Metals, machines, conveyances..	49	48	24	26	30	44
3. Wood manufactures.....	4	7	3	7	10	11

*According to the standing rule of the Bureau, no dispute involving less than ten employees is recorded except when such a dispute acquires some importance by reason of long duration.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.23

	1902.	1903.	1904.	1905.	1906.	1907.
4. Leather and rubber goods.....	7	5	6	3	4	8
5. Chemicals, oils, paints.....	1	2	1	....	2	1
6. Paper and pulp.....	6	14	5	1	3	10
7. Printing and paper goods.....	7	2	5	13	10	7
8. Textiles.....	9	12	9	7	17	26
9. Clothing, millinery, laundering..	4	16	8	11	22	28
10. Food, liquors, tobacco.....	10	6	7	8	8	17
11. Water, light, power.....	1	3	....	1	2	2
12. Building industry.....	25	69	40	53	85	62
13. Transportation, communication.	7	9	14	9	31	50
14. Trade.....	....	....	....	2	2	2
15. Hotels, restaurants, etc.....	1	1	....	....	4	3
16. Professions (theaters).....	....	....	....	....	2	1
17. Public employment.....	....	....	....	....	....	4
Total.....	<u>138</u>	<u>202</u>	<u>124</u>	<u>154</u>	<u>245</u>	<u>282</u>

EMPLOYEES AFFECTED.

In the table below the number of employees affected by disputes in each industry is given for 1907 and for each preceding year since 1901:

INDUSTRY.	NUMBER OF EMPLOYEES DIRECTLY AND IN- DIRECTLY AFFECTED BY DISPUTES IN—					
	1902.	1903.	1904.	1905.	1906.	1907.
1-a Agriculture.....	150	.....	.....	.....	.....	.....
1-c Fisheries.....	270	.....	.....	.....	80	60
1. Stone, clay, glass products.....	555	2,029	510	3,483	6,512	398
2. Metals, machines, conveyances.....	14,088	14,516	8,515	3,181	8,634	9,008
3. Wood manufactures.....	1,273	942	119	1,015	533	1,307
4. Leather and rubber goods	1,220	4,525	2,799	232	632	6,273
5. Chemicals, oils, paints...	110	71	75	....	105	70
6. Paper and pulp.....	1,851	1,903	485	70	96	1,844
7. Printing and paper goods.	492	378	2,228	1,267	4,207	407
8. Textiles.....	628	2,180	531	1,487	2,673	8,619
9. Clothing, millinery, etc...	3,028	5,573	37,623	21,625	9,506	20,631
10. Food, liquors, tobacco...	1,378	1,864	1,263	2,546	1,684	2,732
11. Water, light, power.....	31	113	....	19	55	109
12. Building industry.....	11,310	79,719	37,554	33,766	21,801	11,372
13. Transportation, communication.....	1,559	4,521	16,831	5,658	6,365	23,888
14. Trade.....	....	....	....	268	310	145
15. Hotels, restaurants, etc...	14	57	....	....	373	2,400
16. Professions (theaters)....	....	....	....	....	140	266
17. Public employment.....	....	....	....	....	....	1,688
Total.....	<u>37,957</u>	<u>118,391</u>	<u>108,533</u>	<u>74,617</u>	<u>63,706</u>	<u>91,217</u>

The largest number of employees involved in disputes this year was in the transportation industry, followed in order by clothing, building, metal and textile trades. The building industry, usually the most prolific in important disputes, has this year

III.24 NEW YORK STATE DEPARTMENT OF LABOR.

fallen to third place, whereas unusual unrest in the transportation and clothing trades caused the idleness of nearly one-half of the total number of employees in the State who were involved in disputes. The leather and textile trades also show a striking increase over the previous year's figures, whereas the printing and brick-making trades enjoyed a period of quiet after the struggles of 1906.

A classification of the disputes of 1907, according to number of employees directly involved, with comparative figures for 1906, is as follows:

Employees directly involved.	1907.		1906.	
	Number.	Per cent.	Number.	Per cent.
1-9	2	0.7	5	2.0
10-19.....	61	21.6	27	11.0
20-49.....	69	24.5	70	28.6
50-99.....	61	21.6	56	22.9
100-199.....	27	9.6	33	13.5
200-499.....	40	14.2	27	11.0
500-999.....	8	2.8	10	4.1
1000+.....	14	5.0	17	6.9
Total.....	282	100.0	245	100.0

As usual, disputes involving from 20 to 49 direct participants were most numerous, followed by the classes with 10 to 19 and 50 to 99 participants; or, in other words, disputes involving from 10 to 99 employees formed 67.7 per cent of the whole number of disputes. Except for a large increase in the number of minor strikes (those involving from 10 to 19 employees), the figures for this year show little variation from those for 1906.

DURATION OF DISPUTES.

Forty-three per cent of the disputes of the year were settled in less than one week, and 86 per cent lasted less than six weeks. The more stubborn disputes were fortunately few in number and, as a rule, involved a comparatively small number of workmen. The following table, derived from General Table VII, classifies the number of disputes, employees involved and working time lost by the duration of the dispute:

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.25

DURATION.	Number of disputes.	Employees directly concerned.	Total working days lost by those directly concerned.
Under 1 week.....	121	8,128	19,772
1 week and under 2 weeks.....	52	13,174	86,864
2 weeks and under 4 weeks.....	46	12,722	145,189
4 weeks and under 6 weeks.....	23	8,958	142,957
6 weeks and under 8 weeks.....	10	21,755	538,342
8 weeks and under 10 weeks.....	9	3,104	115,965
10 weeks and under 15 weeks.....	12	8,900	326,447
15 weeks and under 20 weeks.....	5	647	36,092
20 weeks and under 25 weeks.....	2	248	30,086
25 weeks or over.....	2	295	41,209
Total.....	<u>282</u>	<u>77,931</u>	<u>1,482,923</u>

The total number of working days lost, which is the product of the number of workmen involved and the duration of dispute, is probably the best index to the amount of industrial disturbance caused by disputes. In the following table the number of working days lost from 1903 to 1907, by industries, is given:

	AGGREGATE WORKING DAYS LOST IN DISPUTES BEGUN DURING—				
	1903.	1904.	1905.	1906.	1907.
1-a Agriculture.....					
1-c Fisheries.....				1,680	660
1. Stone, clay, glass products.....	82,959	5,070	64,659	100,652	3,238
2. Metals, machines, conveyances.....	330,812	242,449	51,874	160,573	193,824
3. Wood manufactures....	52,250	825	20,395	9,820	16,503
4. Leather and rubber goods.....	174,005	401,815	4,998	27,701	121,275
5. Chemicals, oils, paints..	1,292	525		445	630
6. Paper and pulp.....	25,636	3,099	1,540	272	52,182
7. Printing and paper goods.....	9,790	68,429	109,692	611,648	4,266
8. Textiles.....	44,891	17,528	32,682	36,352	201,765
9. Clothing, millinery, laundering.....	133,072	930,517	399,037	219,549	283,751
10. Food, liquors, tobacco..	35,762	43,866	37,459	23,453	59,709
11. Water, light, power....	4,586		19	820	3,969
12. Building industry.....	3,165,127	1,209,574	513,677	421,167	186,575
13. Transportation and communication.....	89,178	575,764	41,946	52,044	555,200
14. Trade.....			18	1,430	535
15. Hotels, restaurants, etc.	684			283	27,800
16. Professions (theaters)...				392	7,182
17. Public employment....					5,196
Total.....	<u>4,150,044</u>	<u>3,499,461</u>	<u>1,277,996</u>	<u>1,668,281</u>	<u>1,724,260</u>

Measured by working time lost, the transportation trades were the scene of greatest conflict, accounting for nearly one-third of

the whole number of days lost. This unusual disturbance came after two years of comparative peace which followed the great strikes of 1904. Next in importance come the clothing, textile and metal trades. In the clothing trades the amount of time lost, though more than in 1906, was less than either 1904 or 1905. In the textile trades, on the other hand, it was the greatest of any year recorded. The metal trades show a continued increase from 1905 to 1906 and 1907, but the latter figures show a much smaller loss of time than occurred in 1903 or 1904. The building industry, which is fifth in importance, shows a steady and rapid decrease since 1903.

PRINCIPAL DISPUTES.

As a rule, in statistics of strikes and lockouts, a few important disputes are the controlling factor in the general totals. As such principal element in the figures for 1907, the 25 disputes which involved the loss of 10,000 or more days of working time, are summarized in the general Table II in following pages, being there arranged in the order of their importance as measured by aggregate duration. The number of such disputes this year was nearly one-fourth less than the number (32) in 1906.

A rearrangement of the 25 principal disputes of the year in their respective industries, as below, shows that in every case the few important disputes were the controlling factor in the general totals. Thus, in seven groups they represent at least 80 per cent of the whole working time lost, and in the two other groups 59 and 78 per cent, respectively. In no industry outside of these nine did the aggregate loss of working time equal one per cent of the total for all industries.

INDUSTRY AND PRINCIPAL DISPUTES.	Days lost in principal disputes.	Days lost in entire industry.	Percentage of lost time in principal disputes.
2. Metals, machines and conveyances:			
Erie Railroad system machinists, etc.....	38,998	.....	.....
Schenectady electrical apparatus makers...	26,000	.....	.....
New York City chandelier makers.....	22,939	.....	.....
New York City jewelry case makers.....	22,880	.....	.....
New York City shipwrights	21,033	.....	.....
New York City silver workers.....	15,000	.....	.....
New York City wire fixture workers.....	11,960	.....	.....
Total.....	158,810	193,824	81.9
4. Leather and rubber goods:			
New York City furriers.....	114,934	121,275	94.8

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.27

INDUSTRY AND PRINCIPAL DISPUTES.	Days lost in principal disputes.	Days lost in entire industry.	Percentage of lost time in principal disputes.
6. Paper and pulp:			
Mechanicville pulp workers.....	34,650	.....	.....
Lockport fiber pressmen.....	12,285	.....	.....
Total.....	46,935	52,182	89.9
8. Textiles:			
Firthcliffe carpet weavers.....	55,350	.....	.....
Cohoes carders.....	48,000	.....	.....
Amsterdam weavers.....	44,688	.....	.....
Cohoes boarders.....	34,425	.....	.....
Total.....	182,463	201,765	90.4
9. Clothing, millinery, laundering:			
New York City coat makers.....	70,000	.....	.....
New York City cloak makers.....	67,200	.....	.....
New York City pants operators.....	69,600	.....	.....
New York City knee pants makers.....	12,800	.....	.....
New York City vest makers.....	10,000	.....	.....
Total.....	229,600	283,751	80.9
10. Food, liquors, tobacco:			
Albany cigar makers.....	25,200		
New York City mineral water bottlers...	10,000		
Total.....	35,200	59,709	59.0
12. Building industry:			
New York City painters.....	145,200	186,575	77.8
13. Transportation and communication:			
New York City longshoremen.....	400,000	.....	.....
New York State cities (17) commercial telegraphers.....	94,500	.....	.....
Total.....	494,500	555,200	89.1
15. Hotels, restaurants, etc.:			
New York city barbers.....	24,000	27,800	86.3
Grand Total (25 principal disputes and all in- dustries).....	1,431,642	1,724,260	83.0

LOCALITIES CHIEFLY AFFECTED.

The summary below (from general Table VIII) shows the localities in which as many as 1,000 employees were involved in disputes or in which disputes caused the loss of as much as 10,000 days of working time. New York city stands foremost, accounting for 69 per cent of the total working time lost in the State. Reference to the general Table II shows that three disputes (longshoremen, painters and furriers) alone were responsible for

III.28 NEW YORK STATE DEPARTMENT OF LABOR.

more than one-half of the working time lost in New York city. Much of the time lost in the commercial telegraphers' strike was in New York city also, but this could not well be separated from the time lost in the 16 other localities affected.

	Disputes.	EMPLOYEES AFFECTED.		WORKING DAYS LOST BY THOSE—		
		Directly.	Indirectly.	Directly concerned.	Indirectly affected.	Total.
New York State.....	282	77,931	13,286	1,482,923	241,337	1,724,260
New York City.....	112	61,217	3,151	1,156,477	38,273	1,194,750
Flrthcliffe.....	1	228	447	18,696	36,654	55,350
Amsterdam.....	5	287	864	9,881	42,607	52,488
Cohoes, Waterford and Troy.....	1	175	3,223	3,000	45,000	48,000
Cohoes.....	5	319	2,602	6,525	34,515	41,040
Mechanicville.....	3	437	300	22,189	13,650	35,839
Albany.....	8	787	318	21,334	9,781	31,115
Schenectady.....	1	2,600	.....	26,000	.....	26,000
Buffalo.....	9	2,082	744	16,510	3,876	20,386
Lockport.....	5	150	169	2,652	9,833	12,485
Newburgh.....	5	653	65	10,560	715	11,275

CAUSES OF DISPUTES.

A tabulation of the disputes for the year by their principal causes may be found in Table IV of the general tables. A brief summary of this table follows:

CAUSES.	Number of disputes.	Employees directly involved.	Working days lost by those directly concerned.
Increase of wages.....	135	41,035	782,390
Reduction of wages.....	10	458	3,476
Reduction of hours.....	24	11,700	151,308
Longer hours.....	1	10	70
Trade unionism.....	55	18,311	395,185
Employment of particular persons.....	24	1,646	15,823
Working arrangements.....	22	3,820	125,792
Payment of wages.....	1	50	50
Sympathetic.....	3	576	7,050
Miscellaneous.....	7	325	1,779
Grand Total.....	282	77,931	1,482,923

The question of wages as usual was the chief bone of contention. About one-half of the whole number of strikes (135, involving 41,035 workmen for increases, and 10, involving 458 workmen, against reductions) had to do with the subject of wages, and involved the loss of 785,866 days of time. Next in importance were questions of trade unionism which caused 55 disputes and the loss of 395,185 work days. A classification of the strikes

from this cause shows that the largest number (19) was to enforce union shop conditions. Fifteen controversies occurred over the recognition of the union or, in other words, collective bargaining. The right of individuals to become members of a labor union was contested in thirteen instances. Only five quarrels between rival labor organizations caused strikes this year as compared with 16 in 1906.

PHASE OF UNIONISM CAUSING DISPUTES.	Number Employees of directly disputes. concerned.	
The right of organization.....	13	4,038
Recognition of union.....	15	2,584
Closed shop.....	19	9,166
Disputes between rival unions.....	5	272
Miscellaneous.....	3	2,251
	<u>55</u>	<u>18,311</u>

Strikes for reduction of hours and concerning employment of particular persons or classes of persons are next in importance, each having occasioned stoppage of work in 24 cases. Twenty-two disputes over working arrangements were also chronicled.

RESULTS OF DISPUTES.

Summarizing from General Table IV, results for all disputes together and for those under each cause were as follows:

CAUSES.	NUMBER OF DISPUTES.				EMPLOYEES DIRECTLY CONCERNED IN DISPUTES.			
	Won by employers.	Won by workers.	Com- promised.	Total.	Won by employers.	Won by workers.	Com- promised.	Total.
Increase of wages.....	56	29	50	135	5,346	10,273	25,416	41,035
Reduction of wages.....	6	4	.....	10	202	256	.....	458
Reduction of hours.....	13	6	5	24	4,460	1,147	6,093	11,700
Longer hours.....	.....	1	.....	1	.....	10	.....	10
Trade unionism.....	30	19	6	55	7,034	2,713	8,564	18,311
Employment of particular persons.....	19	5	.....	24	1,226	420	.....	1,646
Working arrangements....	11	2	9	22	1,288	1,513	1,019	3,820
Payment of wages.....	.....	1	.....	1	.....	50	.....	50
Sympathetic.....	2	.....	1	3	540	.....	36	576
Miscellaneous.....	3	3	1	7	130	135	60	325
Total.....	<u>140</u>	<u>70</u>	<u>72</u>	<u>282</u>	<u>20,226</u>	<u>16,517</u>	<u>41,198</u>	<u>77,931</u>

It is difficult to say which side was victorious in the labor warfare of 1907. The employers were successful in 140 cases and the workmen were wholly successful in 70 cases and partially successful in 72 others. At first glance it appears unjust to credit compromised disputes as victories for the workmen, but when one remembers that nearly all disputes are a refusal by the workmen to continue to labor under existing conditions then it appears that a compromise is really a concession to the workmen and the justice

is more apparent. In point of numbers involved the workmen were far more successful, being wholly or partially victorious in disputes involving 57,705, whereas the employers won disputes involving 20, 226 work people.

The greatest successes of the workmen were in enforcing increases in wages. In 79 cases involving 35,689 workmen they were wholly or partially successful, whereas the employers were successful in 56 cases involving 5,346 work people. In the next largest class of disputes, those involving trades unionism, the employers were more successful, carrying their point in 30 out of 55 disputes. The employers were also more successful in strikes for reduction of hours winning 13 out of 24. Their most notable success, however, was in the class of strikes concerning employment of particular persons or classes of persons in which the workers won 5 disputes and the employers 19.

MODE OF SETTLEMENT.

General Table VI summarizes by industries the modes of settlement of the disputes of 1907. The totals for the various methods may be readily compared in the following transcript from that table:

MODE OF SETTLEMENT.	Employees Number affected of (directly or disputes, indirectly.)	
Direct negotiations of the parties or their representatives.....	128	41,259
Return of employees to work on employers' terms.....	73	21,700
Employment of new hands in strikers' places.....	61	4,477
Conciliation by permanent trade board or mediation of third party..	18	23,209
Arbitration by permanent trade board.....	1	72
Arbitration by individuals.....	1	500
Total.....	282	91,217

Direct negotiations of the disputants still continues to be the commonest method of settling disputes, 125 strikes being settled in this way. In 73 cases the employees were forced to accept the employers' terms and in 61 other cases the employees' places were filled with new hands. Eighteen disputes involving 23,209 workmen were settled by mediation or conciliation as compared with 10 disputes involving 4,259 workmen settled in this manner in 1906.

Of the 18 disputes classed as settled by mediation or conciliation, 14 in which 21,737 workpeople were involved were settled through intervention of representatives of the State Board of Mediation and Arbitration; one, involving 161 workmen was

settled by conciliation through a national conference committee; and one each through the mediation of the National Civic Federation, the Mayor of the City of New York and a local citizens' committee.

Of the two arbitration cases, one (3 steamfitters, 69 carpenters and others) was before the Arbitration Board of the building trades in New York City and the other (500 teamsters in Yonkers involved) came before a temporary local board of three persons.

As was pointed out in the report of the Bureau of Mediation and Arbitration in 1906 (p. 37) few disputes are settled by permanent special agencies created for that purpose. The true measure of the work of such bodies is rather the freedom from disputes in the field in which they operate. The remarkable effect of the establishment of the Arbitration Board of the Building Trades' Employers' Association and unions in New York City may be noted in the fact that not a single strike or lockout appeared in the statistics of 1906 as settled by that Board and only one in 1907.

III.32 NEW YORK STATE DEPARTMENT OF LABOR.

TABLE I—DETAILED STATEMENT OF DISPUTES RE

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
FISH									
DUNKIRK.....	3	3	40	Fishermen.....	40		40	Nov. 7-17...	11
			20	Fish dressers.....		20	20		
I. STONE AND									
ALSEN. Cement works.....	1		700	Brick and Cement. Cement workers.....	40		40	March 1.....	1
GARBUTT. Gypsum mines and mills.	3	3	121	Miners.....	71	50	121	March 20-	13
			40	Mill hands.....	28	12	40	April 3	
PORT EWEN. Brick yard.....	1		100	Brickmakers.....	100		100	Nov. 3.....	1
Stone and Glass.									
NEW YORK CITY. Stone lettering and carv- ing.....	8		90	Letter cutters.....	80		80	April 15-30..	14
OLEAN. Demijohn factory.....	1		85 (73)	Wickerworkers..... Thereof women.....	17 (10)		17 (10)	Dec. 5-11....	6
II. METALS, MACHINES									
NEW YORK—BROOKLYN. Silverware factory.....	1		330 (60)	Jewelry and Silver- ware. Silver workers..... Thereof women.....	215 (54)		215 (54)	Oct. 8 - Feb. 23	96
NEW YORK CITY. Silverware factory.....	1		220	Bobbers, gilders, etchers, polishers, melters, rollers, stampers and spoonmak- ers.	97	16	113	Oct. 13- Feb. 1	92
			(31)	Thereof women.....		(16)	(16)		
			268	Others.					
			(61)	Thereof women.					
Jewelry and silverware case making.....	25	25	176 (15)	Case makers Thereof women.....	176 (15)		176 (15)	April 29- Oct. 12	142
Silverware factory.....	1		68 (12)	Silver workers..... Thereof women.....	54		54	Oct. 8- Nov. 10	30

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.33

REPORTED IN THE YEAR ENDED SEPTEMBER 30, 1907.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

ERIES.					
440	220	660	For increase of piece price from 2½ to 3 cents per lb.	Rate advanced to 3 cents....	Conference of employers with representatives of local and international unions.

CLAY PRODUCTS.					
40		40	For re-employment of discharged master mechanic.	Strike failed.....	Strikers' places filled by new hands.
1,070	806	1,876	For increase of wages.....	Advance of 10 cents per day for 141 men and of 25 cents per day for 10 men.	Direct negotiations of the parties. Strike lasted 5, 10 and 13 days respectively in the three mines.
100		100	Against reduction of wages from summer to winter schedule.	Reduction not made.....	Direct negotiations between firm and union representatives.
1,120		1,120	For recognition of the union.	Strike failed.....	Strikers returned to work.
102		102	To compel other workers to join newly organized union.	Strike failed.....	Strikers re-employed upon intercession of Glass Bottle Blowers' Union of Olean.

AND CONVEYANCES.

15,000		15,000	For reduction of hours from 10 to 9 per day and recognition of the union.	Strike failed.....	Conferences of employer and representatives of employees arranged by State Board of Mediation and Arbitration resulted in a verbal agreement for 9-hour day without recognition of union, and on that basis work was resumed by 20 strikers on Jan. 22, but on Feb. 15 the 20 struck again against an increase of hours to 10 per day and on Feb. 25 returned to work unconditionally on the 10 hour basis.
8,084	1,006	9,180	Originally against the employment of a man who was not a member of the union and against whom the union had a grievance; subsequently against the employment of "strikebreakers" to fill the strikers' places.	Strike failed.....	Conferences arranged by representatives of State Board of Mediation and Arbitration. Sixty of the men (polishers and bobbbers) struck at noon Oct. 13, the remainder on Nov. 10. Strikers returned to work as vacancies occurred.
22,880		22,880	Lockout to compel employees to leave union.	Open shop established.....	Eight strikers returned to work; places of others filled by new hands. Dispute never terminated, but employers report all shops running with normal force by Oct. 12.
1,620		1,620	For reduction of hours from 10 to 9 per day and recognition of the union.	Strike failed.....	Strikers' places filled with new hands.

III.34 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.				EMPLOYERS.				DURA		
INDUSTRY AND LOCALITY.		No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
						Di-rectly.	Indi-rectly.	Total.		

II. METALS, MACHINES AND

NEW YORK—QUEENS...	1	275 (275) 2,223	Enameled Ware. Dippers and wipers.....	275	275	May 13-23...	10
				Thereof women.....	(275)	.....	(275)	
				Tinsmiths and others.....	235	.....	235	
NEW YORK—QUEENS...	1	2,300 (560)	Enameled ware makers....	650	650	July 8-20....	12
				Thereof women.					
BINGHAMTON. Sheet metal working....	7	7	25	Brass and Sheet Metal Working. Sheet metal workers.....	25	25	May 1.....	1
NEW YORK CITY. Chandelier making.....	11	11	2,400	Chandelier makers.....	2,098	2,098	Nov. 20- Dec 11	18
ALBANY. Stove foundry.....	1	29 244	Foundries. Cupola and yard men.....	20	20	July 25.....	1
				Molders and others.					
Stove foundry.....	1	1	19 142	Stove mounters.....	19	19	Sept. 9-30...	19
				Molders and others.....		142	142		
BELMONT. Iron foundry.....	1	1	31 19	Molders.....	21	10	31	Feb. 11- June 1	96
				Others.....		19	19		
GENEVA. Heater works.....	1	40 104	Molders.....	30	30	April 9-30...	19
				Others.					
LANCASTER. Iron works.....	1	1	89 50	Molders and coremakers...	89	89	Feb. 11-12...	2
				Laborers.....		50	50		
LOCKPORT. Foundries.....	3	1	38	Molders.....	10	10	Jan. 11-12...	2
NEW YORK—BROOKLYN. Iron works.....	1	21 150	Drivers.....	15	15	May 17-24...	7
				Molders.					
POUGHKEEPSIE. Iron foundry.....	1	55 59	Molders and coremakers...	18	18	March 5	1
				Others.					
SARATOGA SPRINGS. Foundry.....	1	105 100	Laborers.....	105	105	April 6-9....	3
				Others.					

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.35

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
2,867		2,867	For increase of \$1 per week for dippers and wipers.	Strike failed.	Conference of superintendent of factory with committee of striking girls, arranged by representative of State Board of Mediation and Arbitration.
5,200		5,200	Against new time slips showing cost of production on each article.	Use of new time slips established.	Strikers returned to work. 250 employees struck on July 8, 400 on July 12, 500 returned to work on July 19. Strikers were unorganized.
12		12	For increase of wages from \$2.50 to \$3.00 per day.	Wages increased to \$2.75 per day.	Negotiations of shop stewards with individual employers.
22,939		22,939	Originally against deduction of one hour's pay in case of tardiness on Saturday and for payment for supper time as overtime; subsequently a lockout to enforce open shop conditions.	No further deduction of pay for tardiness; payment for supper time as overtime; open shop established.	Conference between employers and committee of former employees. Strike of 98 employees in one shop occurred Nov. 20, followed by lockout of 2,000 on Nov. 28.
20		20	Against discharge of employees to reduce cupola force on account of slack work.	Strike failed.	Strikers' places filled with new hands.
361	2,272	2,633	For increase of wages from 26½ to 35 cents per hour for day workers and 10 per cent on piece prices with reduction of hours from 10 to 9 per day.	Wages increased to 32 and 33½ cents per hour for day workers; certain piece prices increased; and reduction of hours to 9 per day.	Conference of officers representing the national organizations of stove mounters and foundrymen, under existing agreement.
1,008	29	1,037	To secure agreement with the union.	Strike failed.	Dispute never terminated, but firm reports running with normal force on June 1. Foundry was shut down one day.
570		570	Against making castings for a neighboring foundry where a strike of boilermakers and molders was in progress.	Strike failed.	Four or five strikers returned to work; places of others filled by new hands. Dispute never terminated, but foundry was kept running and a nearly normal force was working by April 30.
178	100	278	To compel reduction of number of apprentices.	No change in number of apprentices.	Strikers returned to work by order of the national union officers.
20		20	For increase in wages of 20 cents per day.	Wages increased 20 cents.	Direct negotiations of the parties.
105		105	For increase of wages to union rates.	Wages increased from \$9 and \$10 to \$11.50, from \$10 to \$12 and from \$12 to \$14 per week, as demanded.	Conference of representative of firm with business agent of union.
63		63	Against employment of core-maker who had not served full time of apprenticeship.	Strike failed.	Conference of representative of firm and national officer of the Iron Molders' Union. Men returned to work gradually, all but three or four having returned by March 15.
315		315	For increase of 10 cents per day in wages.	Wages increased from \$1.65 to \$1.75 per day.	Direct negotiations of the parties.

AND CONVEYANCES—Continued.

III.36 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
GENEVA.									
Boiler works.....	2		36	Boiler Shops.	36		36	March 1-31..	26
			46	Boilermakers.....	14		14		
				Others.....					
NEW YORK—BROOKLYN.									
Gas tank works.....	1		31	Boilermakers' helpers.....	31		31	May 18-23...	5
			100	Ironworkers.					
OSWEGO.									
Boiler works.....	1		120	Boilermakers.....	19		19	July 17-27...	10
FRANKLIN SPRINGS.....									
	1	1	124	Iron Mining.	50	74	124	July 5-8.....	3
				Miners and others.....					
NEW YORK CITY.									
Wire fixture factories...	15	15	230	Wire Works.	230		230	June 1- Aug. 1	52
				Wire workers, helpers and apprentices.					
Bird cage factory.....	1		31	Bird cage makers.....	19		19	March 11.....	4
SCHENECTADY.....									
	1		11,071	Electrical Goods.	2,600		2,600	Dec. 10-20...	10
			(874)	Electrical apparatus makers					
				Thereof women.					
NEW YORK CITY.....									
	1		54	Sh'pbullding.	54		54	Sept. 11- Oct. 12	28
			450	Machinists.....					
				Carpenters, boilermakers, calkers, dockmen, joiners and blacksmiths.					
NEW YORK CITY.....	10		369	Shipwrights.....	369		369	Oct. 1- Dec. 6	57
			750	Calkers and joiners.					
GREENPORT.....	1		80	Ship carpenters and others.	25		25	April 27- May 4	7
DUNKIRK.....									
	1		84	Locomotive Works.	23		29	June 4.....	1
			3,500	Yard laborers.....					
DUNKIRK.....	1		18	Others.	15		15	Sept. 3-17...	13
			3,504	Brass finishers.....					
			(12)	Others.					
				Thereof women.					
BUFFALO.....									
	1		488	Railway Repair Shops.	200		200	Aug. 1-20....	17
				Car inspectors and repairers					
EAST SALAMANCA.....									
	1	1	36	Machinists, helpers and others.	36		36	July 17-27...	10
GREEN ISLAND.....									
	1		67	Blacksmiths and helpers...	67		67	May 8-21...	12
			452	Others.					
GREEN ISLAND.....									
	1		26	Boiler makers.....	26		26	July 31- Aug. 3	4
			493	Others.		25	25		

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.37

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Directly.	Indirectly.	Total.			
CONVEYANCES—Continued.					
1,300		1,300	For increase in wages of boilermakers of 25 cents per day; afterwards in one shop against "open shop" and increase of hours from nine to ten per day.	Increase of wages from \$2.25 to \$2.50 per day for seven strikers in one shop where settlement was made at end of March. Strike failed in other shops.	Direct negotiations of the parties where settlement was made; in other shops strikers' places were filled with new hands.
155		155	Lockout to compel boilermakers' helpers to join the international union in place of an independent local union.	Boilermakers' helpers joined the international union.	Direct negotiations of the parties.
190		190	For 10 per cent increase in wages.	Wages increased 5 per cent.	Conference of employer with committee of strikers; strikers were organized.
150	222	372	Against docking wages on account of quantity of slate loaded with ore; afterwards for increase of 25 cents per day.	Strike failed.	Strikers returned to work on employer's terms.
11,960		11,960	For recognition of union and signed contract.	Strike failed.	Strikers returned to work.
9		9	For reduction of hours from ten to nine per day.	Strike failed.	All but five of the strikers returned to work.
26,000		26,000	For reinstatement of three draughtsmen, two of whom were discharged and one resigned, all being members of a newly formed union.	Strike failed.	Strikers returned to work.
1,512		1,512	For increase of wages from \$3 to \$3.25 per day for 26 outside men.	Wages increased to \$3.25 per day.	Negotiations of union's business agent with superintendent of firm.
21,033		21,033	For increase of wages from \$3.50 to \$4 per day and Saturday half-holiday.	Strike failed.	Strikers returned to work.
175		175	For increase of wages from \$2.75 to \$3 per day.	Wages advanced to \$3 per day.	Conference of employer with committee of strikers. Strikers were unorganized.
29		29	For 10 per cent increase in wages.	Strike failed.	Strikers returned to work.
195		195	Against introduction of piece work in place of time work.	Establishment of piece work to be optional with the company after Jan. 1, 1908.	Conference of employers with vice-president of national union of metal polishers. Strikers were organized.
2,000		2,000	For reinstatement of 4 employees discharged for having served on union committee which presented new agreement.	Strike failed.	About 150 strikers returned to work; places of others filled by new hands. Dispute never terminated, but places were all filled by Aug. 20.
360		360	In sympathy with strikes against piece work at Lincoln Park, N. Y., and Du-bois, Penn.	Piece work made optional; strikers re-employed on application.	Conference of union representatives with general manager of company. Strikers were organized.
804		804	For 10 per cent increase in wages.	Wages increased from 24 to 25 cents per hour for blacksmiths and from 15 to 16 cents per hour for helpers.	Conference of strikers with master mechanic.
104	100	204	For increase of wages 2½ cents per hour.	Compromise increase of 2 cents per hour.	Direct negotiations of the parties. Strikers were organized.

III.38 . NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
HORNELL, PORT JERVIS, BUFFALO, NEWBURGH, ELMIRA AND ROCHESTER.	6	.....	352 1,311	Machinists..... Others.	284	.....	284	May 24- March 2, 1908	237
MECHANICVILLE.....	1	.....	41	Car repairmen.....	29	.....	29	March 25....	1
MIDDLETOWN.....	1	.....	60 480	Painters and helpers..... Others.	59	.....	59	April 9-10...	2
UTICA. Railroad round house...	1	1	13	Coalers, fire cleaners and laborers.	13	.....	13	March 6-7...	2
ALBANY. Gas meter works.....	1	.....	60 165	Instruments and Appliances. Meter makers..... Others.	60	.....	60	Dec. 13-14...	2
NEW ROCHELLE. Speedometer factory....	1	.....	161 (28)	Machinists and others..... Thereof women.....	100 (25)	.....	100 (25)	March 14-30.	15
AUBURN. Harvester works.....	1	.....	38 2,718	Other Iron Works. Rolling mill hands..... Others.	38	.....	38	March 25- May 4	36
BUFFALO. Machine shop.....	1	.....	16 86	Polishers and buffers..... Others.	16	.....	16	July 2-9....	6
ELMIRA. Bridge works.....	1	.....	14 124	Track laborers..... Others.	12	.....	12	April 12-13..	14
GENEVA. Razor factory.....	1	.....	50 50 (36)	Polishers and grinders..... Others. Thereof women.	50	.....	50	Oct. 29- Nov. 8	10
WEST SENECA. Steel plant.....	1	.....	49 6,542	Blacksmiths and helpers.. Others.	39	.....	39	June 12.....	4
III. WOOD MAN									
NEW YORK CITY.....	1	.....	24 114	Box Factories. Sawyers..... Others.	18	.....	18	Jan. 15-19...	5
NEW YORK—BROOKLYN.	1	.....	14 250	Teamsters..... Mill hands.	14	.....	14	June 28- July 31	28

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.39

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
CONVEYANCES—Concluded.					
38,998		38,998	For abolition of piece work.	Piece work abolished; wages reduced 15 per cent for machinists earning over \$80 per month and 10 per cent for those receiving from \$50 to \$80 per month.	Conference of railway officials with president of machinists' international union and committee of strikers. Machinists at Port Jervis (35) struck Aug. 12. Agreement signed.
29		29	For increase of wages and abolition of piece work.	Wages increased from 18½ to 21 cents per hour and time work continued as demanded.	Conference of representatives of employers and of the union.
118		118	Lockout to compel employees to register on time clock.	Employees to use time clock and to be paid for time lost in registering.	Conference of superintendent with committee from painters', machinists', carpenters' and blacksmiths' unions.
21		21	For increase of wages.	No increase of wages.	Conference of general foreman with strikers. Strikers returned to work. Eight men quit work on March 6, others joining them during that day and following night.
120		120	To compel payment for extra work caused by defective interior mechanism necessitating reassembling of meters, or payment for such work by the day instead of by the piece.	Work in question to be paid for by the day.	Conference of firm's representative with committee of the union.
1,500		1,500	For reinstatement of discharged union members.	Strike failed.	Dispute never terminated, but firm reports factory running full handed by March 30.
1,368		1,368	For increase in piece rates of 2 cents per ton.	Wages increased from \$18.42 to \$18.90 per week.	Direct negotiations of the parties, assisted by Auburn Business Men's Association.
96		96	Against reduction of wages occasioned by change from day work to piece work system.	Strike failed.	Dispute never terminated, but firm reported strikers' places filled after one week. Strikers were organized.
18		18	For increase of wages from \$ 1.60, the rate received by strikers as permanent employees in the shops, to \$1.75 per day, the rate paid laborers employed temporarily for outside work.	Strike failed.	Strikers' places filled by new hands at \$1.75 per day.
500		500	For discharge of an employee.	Objectionable employee left the factory.	Conference of employers with representatives of the union
19		19	For reinstatement of 10 blacksmiths discharged in anticipation of demand for wage increase.	Strike failed.	Dispute never terminated. Strikers' places filled by new hands on June 12.
UFACTURES.					
			Against reduction of hours from 10 to 8 per day with corresponding reduction of wages.	Strike failed.	Strikers' places filled immediately with new hands.
392		392	For increase of wages from \$13 to \$15 per week and recognition of the union.	Wages increased to \$14 per week. No recognition of union.	Conference of employer with committee of strikers, arranged by representatives of State Board of Mediation and Arbitration

III.40 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di- rectly.	Indi- rectly.	Total.		
III. WOOD MANUFAC									
NEW YORK CITY.....	1		22	Box Factories— Concluded. Teamsters and lumber handlers.	22		22	July 8-13...	6
			150	Mill hands.					
AMSTERDAM. Broom factories.....	4	3	174	Brooms and Mats.					
			426	Makers and sewers.....	121	40	161	Oct. 13- Nov. 10	25
				Others.....		359	359		
PATCHOGUE. Fiber matting mill.....	1		225	Weavers and others.....	50		50	April 10-16..	6
			(50)	Thereof women.					
NEW YORK CITY.....	1		62	Piano Factory. Piano makers.....	48		48	March 1-22..	19
NEW YORK CITY. Umbrella handle and cane factories.....	14	14	300	Wood Turning and Fixtures. Umbrella handle makers..	300		300	Nov. 8- Dec. 5	23
Butchers' fixturesmaking	5	5	88	Carpenters.....	88		88	March 4-9...	6
ALBANY. Wood working mills....	2	1	63	Wood Working. Wood workers and others..	34	3	37	May 1-31....	27
PATCHOGUE. Planing mill.....	1	1	150	Mill hands.....	150		150	June 1.....	1
TROY AND VICINITY.....	6		108	Woodworkers.....	50	10	60	April 1- May 25	48

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.41

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

TUBES—Concluded.

132		132	For union shop and increase of wages from \$12 to \$13.50 per week for single truck drivers and from \$14 to \$15 for double truck drivers.	Strike failed.....	Dispute never terminated, but firm reports strikers' places filled with new hands by July 15.
2,299	5,187	7,486	For 20 per cent increase in piece rates.	Average increase of 15 per cent.	Conferences of union committee with employers. Strike terminated Nov. 3 in all but one shop; those indirectly affected lost about 13 days each.
300		300	Against discharge of a foreman.	Foreman retained.....	Conference of employers with committee of strikers.
912		912	Against reduction of wages..	Strike failed.....	Dispute never terminated, but firm reported full force of new (non-union) hands on March 22.
5,180		5,180	For reduction of hours from 10 to 9 per day and closed shops.	No change in hours and no recognition of union, but agreement for a joint conference on June 1, 1907, to consider question of reduction of hours and recognition of union.	Conference of committees of strikers and employers' association, arranged by representative of State Board of Mediation and Arbitration. Strike of 16 men occurred in shops on Nov. 8, followed by strike of 16 others in two shops and lockout of 268 more in 10 shops on Nov. 15.
319		319	For increase of 25 and 50 cents per day.	Increase of 50 cents per day for 56 men and 25 cents per day for seven men; reduction of hours from 48 to 44 per week for 25 men without change of wages.	Conferences of business agent of the union with the employers. Agreements signed and strike terminated at different dates in the various shops
			For reduction of hours from 10 to 9 per day without reduction of wages.	Hours reduced to 9 per day and wages increased from 30 to 31½ and 32½ cents per hour in one shop; strike failed in other.	Direct negotiations of the parties in case where settlement was made. Strike was settled in one shop May 8. There was little, if any, lost time, as strikers obtained work elsewhere.
150		150	For reduction of hours from 9½ to 9 per day without reduction of wages.	Hours reduced to 9 per day..	Conference of employer with committee of strikers.
1,152	490	1,632	For increase of wages to 37½ and 40 cents per hour; reduction of hours from 53 to 44 per week, and the union label on all goods sold.	Wages advanced to 35 cents per hour for 1907, and to 37½ and 40 cents per hour after May 1, 1908; hours reduced to 44 per week; union label to be used on all goods.	Conference of employers with union committee and representative of national union. Agreement signed.

III.42 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IV. LEATHER AND									
NEW YORK CITY.				Furs.					
Fur making.....	223	223	6,000 (1000)	Furriers..... Thereof women.....	6,000 (1000)	.....	6,000 (1000)	Aug. 23- Oct. 5	38
Fur hat band and trim- ming making.....	25	.....	80	Hat band makers.....	80	.....	80	Aug. 3- Sept. 23	44
BALLSTON SPA.				Leather and Leather Goods.					
Tannery.....	1	.....	28 422 (30)	Split finishers..... Others. Thereof women.	28	.....	28	April 8- June 15	60
NEW YORK CITY.									
Leather belt factory....	1	1	17	Belt makers.....	17	.....	17	March 4- April 10	33
Boot and shoe shops....	14	14	100	Custom shoemakers.....	100	.....	100	April 9- May 4	23
AUBURN.				Articles of Pearl, Bone and Hair.					
Button factory.....	1	.....	247 (169)	Button makers..... Thereof women.....	26 (20)	.....	26 (20)	Nov. 7-15...	8
NEW YORK—QUEENS.									
Button factory.....	1	.....	40 (30)	Button makers..... Thereof women.....	9 (9)	.....	9 (9)	Oct. 25-29...	4
TROY.									
Brush factory.....	1	.....	16 59	Draw hands..... Others.	13	.....	13	April 26-27..	2
V. CHEMICALS,									
NEW YORK CITY.									
Oil refinery.....	1	.....	120 375	Tinsmiths and pressmen... Others.	70	.....	70	May 6-15...	9
VI. PAPER									
DEXTER.....	1	1	20	Paper.					1
			38	Beater tenders..... Others.	20	.....	20	April 1.....	
FORT EDWARD.....	1	.....	543	Paper machine hands and others.	75	468	543	April 3-6...	4

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.43

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Directly.	Indirectly.	Total.			
RUBBER GOODS.					
114,934		114,934	Strikes for recognition of the union followed by general lockout, Sept. 14, to enforce open shop conditions.	Union recognised in shops (60) outside of manufacturers' association; strike failed in others.	Negotiations of union representatives with the individual employers who signed agreement; strikers returned to work in other shops. Agreement signed by 60 contractors, employing 1 500 furriers.
3,520		3,520	For recognition of the union.	Strike failed.	Strikers did not return to work in shops of the employers, but worked in shops of their own under a co-operative system. Strike was declared off by union on Oct. 24.
840		840	For 20 per cent advance in wages.	Strike failed.	Strikers returned to work or their places were filled by new hands. Dispute never terminated but firm reported nearly normal working force about June 15.
561		561	For increase of 15 per cent in wages.	Compromise advance of \$1 per week for nine men, completing a general increase of \$1 per week for all employees since Jan. 1.	Conference arranged by representative of State Board of Mediation and Arbitration.
1,150		1,150	For increase of 50 cents on piece price per pair of boots or shoes.	Wages increased from \$14 to \$15.50 per week.	Conference of committee from the union with secretary of employers' association. One-half the strikers were idle during the whole period.
208		208	Against reduction of piece price on a certain article.	No reduction.	Direct negotiations of the parties.
36		36	For increase of wages from \$4 to \$5 per week.	Strike failed.	Strikers returned to work.
26		26	Against work on hair brushes which strikers claimed should be given to outside draw hands.	No work on poor hair brushes to be given to strikers, but all other work on hair brushes to be done by them.	Direct negotiations of the parties.
OILS, PAINTS, ETC.,					
630		630	For discharge of Italian employees.	Strike failed.	Strikers returned to work.
AND PULP.					
20		20	For increase of wages from \$1.50 to \$1.75 per day.	Wages increased to \$1.60 per day.	Direct negotiations of the parties.
300	1,872	2,172	For discharge of two men who had left the strikers' union to join a rival organization.	Strike failed.	Agreement made to submit question of jurisdiction of two unions to arbitration by board of seven persons, each union to choose three and these six to choose the seventh; but arbitration plan not carried out on account of failure of unions to agree upon an umpire. Two employees over whom dispute arose retained by firm

III.44 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
VI. PAPER AND									
Paper—Continued.									
GLENS FALLS.....	1		11 300	Finishers..... Others.	11 6		11 6	Oct. 8.....	1
GLENN PARK.....	1		25 (11) 130	Cutter room hands..... Thereof women..... Others.	25 (11)		25 (11)	Dec. 23- Jan. 14	18
LOCKPORT.....	1		90	Laborers.....	10		10	April 3-13...	10
MECHANICVILLE.....	1		64 613 (27)	Calender men..... Others. Thereof women.	58		58	Jan. 18- Feb. 9	20
MECHANICVILLE.....	1	1	650 (25)	Pulp workers and paper makers. Thereof women.....	350 (25)	300 (25)	650 (25)	July 22- Sept. 30	60
PENN YAN.....	1		14 39	Cutter tenders..... Others.....	14	5	14 5	April 24-27.	4
Fiber and Paper Goods.									
LOCKPORT. Fiber works.....	1	1	38 151	Fiber pressmen..... Sanders and others.....	38	151	38 151	April 24- July 10	65
SANDY HILL. Paper bag factory.....	1	1	346 (168)	Bag mill workers..... Thereof women.....	313 (155)		313 (155)	Dec. 8-12...	4
VII. PRINTING AND									
Bookbinding.									
NEW YORK CITY.....	1		97 (30)	Bookbinders..... Thereof women.	26		26	March 20-27	7
Paper Boxes.									
NEW YORK CITY.....	1	1	105 (60)	Box makers..... Thereof women.....	105 (60)		105 (60)	July 2-13....	11
NEW YORK CITY.....	1		60 (8) 34 (6)	Box makers..... Thereof women..... Others. Thereof women.	60 (8)		60 (8)	Sept. 28- Nov. 7	35
Printing.									
NEW YORK CITY.....	1		10 11	Compositors..... Pressmen and feeders.	10		10	Nov. 3-10	7
NEW YORK CITY.....	1	1	17	Compositors, pressmen, etc.	17		17	Jan. 4.....	1
NEW YORK—BROOKLYN.	1		200 203 (45)	Pressmen and feeders.... Others. Thereof women.	175		175	Nov. 13-16..	4
NEW YORK—BROOKLYN.	1		18 328 (140)	Pressmen..... Others. Thereof women.	14		14	Aug. 13-15.	3

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.45

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
17		17	For more pay or more help for the finishers on account of the additional production caused by operation of mill Saturday night.	Strike failed.....	Conference between company's superintendent and president of the union. Strikers returned on order of the union or their places were filled.
450		450	For increase of wages ranging from 15 to 28 cents per day.	Strike failed.....	Strikers returned to work or their places were filled.
100		100	For increase of wages from \$9 to \$10 per week.	Wages increased to \$10 per week.	Direct negotiations of the parties.
1,160		1,160	For reduction of hours or increase of pay for night work.	Strike failed.....	Strikers returned to work.
21,000	13,650	34,650	For change from two-tour to three-tour system, making reduction of hours from 65 and 66 to 48 per week.	Strike failed.....	About 200 strikers returned to work; places of others filled with new hands. Mill re-opened Aug. 27 and was running full handed on Oct. 1; strike was declared off by union on Dec. 12.
56	20	76	For increase of wages from \$1.60 to \$1.75 per day.	Wages increased to \$1.70 per day.	Direct negotiations of the parties.
2,470	9,815	12,285	For increase of wages from \$2 to \$2.25 per day.	Strike failed.....	Strikers returned to work or their places were filled by new hands.
1,252		1,252	For change of hours from 10 on five days of the week, with Saturday half-holiday, to nine hours every day.	Hours fixed at nine per day, six days in the week.	Conference of superintendent with committee of employees

PAPER GOODS.

182		182	For closed shop.....	Strike failed.....	Dispute never terminated, but firm reported running full handed on March 27.
1,155		1,155	Against reduction of wages and against discharge of employees on account of slack work.	Wages not reduced; strikers re-employed.	Conference of employer with union committee arranged by representative of State Board of Mediation and Arbitration.
2,100		2,100	For reinstatement of discharged member of the union.	Strike failed; open shop established and wages reduced from \$13.50 to \$13.27 per week.	Conference of president of firm with union committee; strikers returned to work on employer's terms.
70		70	Against increase of hours from 8 to 9 per day.	No increase in hours.....	Negotiation between employer and business agent of the union.
17		17	For reduction of hours from 10 to 9 per day.	Strike failed.....	Five strikers returned to work; places of others filled by new employees.
700		700	For the union scale of \$14 per week for feeders.	Union scale established.....	Conference of employers and business agents of unions. Agreement signed.
42		42	For re-employment of pressman discharged for insolence to foreman occasioned by employment of boy to do the man's work at less than pressman's wages.	Strike failed.....	Dispute never terminated, but firm reported running full handed on Aug. 16. Strikers were organized.

III.46 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
VIII. TEX									
HORNELL.									
Silk factory.....	1		46	Weavers and warpers.....	46		46	Jan. 2-5.....	4
			604	Others.....		15	15		
			(500)	Thereof women.					
NEW YORK CITY.									
Silk mill.....	1		68	Silk weavers	65		65	March 12-13.	2
			92	Helpers.					
			(80)	Thereof women.					
NEW YORK—BROOKLYN.									
Silk factory.....	1	1	18	Weavers and helpers.....	18		18	March 15-22.	7
			(7)	Thereof women.....	(7)		(7)		
NEW YORK—BROOKLYN.									
Silk mill.....	1		40	Weavers.....	200		200	July 25 29...	4
			(200)	Thereof women.					
NEW YORK —QUEENS.									
Silk ribbon factory.....	1		80	Weavers.....	80		80	April 30- May 23	21
			(40)	Thereof women.....	(40)		(40)		
			27	Others.					
			(25)	Thereof women.					
SPRING VALLEY.									
Silk mill.....	1		38	Winders and doublers.....	30		30	Sept. 17-18	2
			(38)	Thereof women.....	(30)		(30)		
			27	Spinners and others.					
MONTGOMERY.									
Worsted mill.....	1		12	Combers and carders.....	10		10	April 9-13...	5
			68	Others.					
			(25)	Thereof women.					
SENECA FALLS.									
Woolen mill.....	1		107	Weavers and others.....	40		40	Sept. 9-21...	12
			(59)	Thereof women.....	(28)		(28)		
AMSTERDAM.									
Rug mill.....	1	1	87	Woft weavers.....	87		87	April 29- Aug. 3	84
			(1)	Thereof woman.....	(1)		(1)		
			1,243	Others.....		445	445		
			(381)	Thereof women.....		(66)	(66)		
FIRTHCLIFFE.									
Carpet mill.....	1	1	675	Carpet weavers.....	228	447	675	Aug. 22- Nov. 26	82
			(275)	Thereof women.....	(12)	(263)	(275)		
RIPTON.									
Carpet mill.....	1		298	Weavers and others.....	59		59	Aug. 5- Sept. 14	35
			(90)	Thereof women.					
Knitting Mills.									
ALBANY.....	1		602	Knitters and others.....	13	50	63	May 28- Aug. 2	58
			(480)	Thereof women.....		(35)	(35)		
COHOES.....	11	11	30	Boarders.....	30		30	Jan. 2-18....	15
			2,265	Others.....		2,265	2,265		
			(1500)	Thereof women.....		(1500)	(1500)		
COHOES, WATERFORD, TROY.....	15	15	175	Carders.....	175		175	April 1-25....	22
			4,220	Others.....		3,223	3,223		
			(2850)	Thereof women.....		(2070)	(2070)		

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.47

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

DURATION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Directly.	Indirectly.	Total.			

TILES.					
184	60	244	Lockout of all union members.	Only non-union help employed.	Places of locked out employees filled by new hands. Dispute never terminated, but firm reported plant running with new men on Jan. 5.
130		130	For advance of about 15 per cent in wages.	Wages increased about 7½ per cent.	Conference arranged by representatives of State Board of Mediation and Arbitration.
126		126	For increase of 10 per cent in wages.	Wages of weavers (11) increased about 4 per cent.	Conference of employer with committee of employees.
800		800	For reinstatement of two discharged employees.	Strike failed.	Strikers returned to work. Strikers were organized.
1,680		1,680	For increase of 20 per cent in wages.	Strike failed.	Dispute never terminated, but factory was running full handed on May 24.
60		60	For increase of wages from \$5 to \$7 per week.	Strike failed.	Strikers returned to work. Strikers were unorganized.
50		50	For increase in wages of 1 cent per hour.	Wages increased from 12½ to 13½ cents per hour for combers, carders and dyers, 16 in all.	Direct negotiations of the parties.
280		280	For increase of wages.	Strike failed.	Strikers returned to work. Part of strikers returned Sept. 12; all places were filled by Sept. 23.
7,308	37,380	44,688	For increase of 10 per cent in wages.	Wages increased about 2 per cent.	Conference of president of company with committee of weavers. Agreement signed.
18,696	36,654	55,350	For increase of 15 per cent in wages.	Strike failed.	All but 31 employees returned to work. Strikers were organized.
2,065		2,065	For reinstatement of discharged union member.	Strike failed, but verbal agreement made whereby future grievances should be adjusted by representative of firm and committee of weavers.	Conference of firm's representative with president of national union of textile workers.
370	300	670	For reinstatement of discharged employees.	Strike failed.	Strikers gradually returned to work, beginning soon after the strike began and nearly all were back by Aug. 2.
450	33,975	34,425	For day work instead of piece work, increase of wages, reduction of hours and time and a half for overtime.	Piece wages increased from 3½ to 4 cents per dozen.	Conference between committee of employers and committee of boarders, assisted by national president of textile workers' union.
3,000	45,000	48,000	For increase of 25 cents per day in carders' wages.	Compromise increase of 15 cents per day.	Conference of employers with committee of employees and union officers, arranged by representatives of State Board of Mediation and Arbitration. Strike of eleven carders on April 1 was followed by lockout of carders in all mills on April 8.

III.48 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
VIII. TEXTILES—									
				Knitting Mills— Concluded.					
COHOES.....	1		150 (100)	Ribbers, knitters and others Thereof women.....	12 (12)		12 (12)	May 27-31...	5
COHOES.....	1		2,528 (1412)	Roving boys, knitters and others. Thereof women.....	31	337 (179)	368 (179)	July 22-27...	6
COHOES.....	1		10	Garnet workers and rag pickers.	10		10	July 24-31...	7
			990 (700)	Others. Thereof women.					
ROME.....	1		250 (230)	Knitters, winders and others Thereof women.....	16 (16)		16 (16)	Aug. 10-14...	4
UTICA.....	1		322 (230)	Cover seamers and others. Thereof women.	16		16	May 21-23...	3
UTICA. Cotton mill.....	1		250 (179)	Weavers and loomfixers. Thereof women.	17		17	Jan. 2-17....	14
			748 (289)	Others. Thereof women.....		28 (18)	28 (18)		
COHOES.....	8	8	236	Shoddy Mill. Garnet tenders and others.	236		236	June 1-29...	25
Lace Mills.									
NEWBURGH.....	1		11 93	Weavers. Others.	11		11	April 16- Dec. 9	201
PATCHOGUE.....	1		600 (450)	Menders, weavers, others. Thereof women.....	10 (10)		10 (10)	March 26-27..	2
PATCHOGUE.....	1		15 537 (275)	Threaders. Others. Thereof women.	15		15	May 27.....	1
Plush and Em- broideries.									
NEW YORK—BROOKLYN. Embroidery works.....	1		175 (150)	Embroiderers. Thereof women.....	60 (60)		60 (60)	May 27- June 1	6
NEWBURGH. Plush factory.....	1	1	313 (81)	Plush makers. Thereof women.....	229 (55)	65 (22)	294 (77)	March 27- April 9	11
IX. CLOTHING, MILLI									
Men's Clothing.									
ELMIRA. Tailoring.....	3	3	11	Tailors.....	11		11	Sept. 5-18	12
ITHACA. Tailoring.....	11	11	72 (30)	Tailors. Thereof women.....	72 (30)		72 (30)	Sept. 30- Mch. 21, '08	147

* Not reported.]

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.49

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
Concluded.					
60		60	For increase in wages of from 2 to 3 cents per dozen pieces.	Wages advanced 1 to 1½ cents per dozen.	Direct negotiations of the parties.
45	540	585	For more help and better working conditions.	Strike failed.....	Strikers returned to work. Part of strikers returned July 24; all were at work by July 29. Strikers were unorganized.
70		70	For increase in wages of 25 cents per day.	Wages increased as demanded.	Direct negotiations of the parties. Strikers were organized.
64		64	For increase of wages from \$6.50 to \$7 per week for knitters and 5 cents per hundred pounds for winders.	Knitters changed from day work to piece work; no increase for winders.	Direct negotiations of the parties.
48		48	For increase of wages.	Wages increased from \$8 to \$8.50 per week.	*
238	392	630	For discharge of an employee.	Employee objected to removed to another part of the room.	Conference between committee of loom fixers and officers of the company. Strikers returned to work.
5,900		5,900	For increase in wages of 35 cents per day.	Wages increased 25 cents per day, to be further increased 10 cents per day on Jan. 1, 1908.	Conferences of employers with committee of the union and the Troy Central Federation of Labor.
2,211		2,211	Lockout to enforce new system of three shifts of 8 hrs. each instead of two shifts of 10 hours each.	Three shifts worked up to Jan. 2, 1908, two shifts thereafter.	Direct negotiations of the parties.
20		20	For increase of wages from \$6 to \$6.75 per week.	Wages increased to \$6.75 per week for 10 menders.	Conference of employer with committee of strikers.
15		15	For increase of wages."	Wages increased as demanded from \$10 to \$10.40 per week for five strikers, from \$11 to \$11.50 for eight, and from \$13 to \$13.60 for two.	Conference of employer with committee of strikers.
360		360	For reinstatement of discharged foreman and discharge of forewoman who had been employed in his place.	Strike failed.....	Strikers returned to work.
2,519	715	3,234	For reduction of working hours from 59 to 57 per week without reduction of wages.	No reduction of hours...	Strikers returned to work.
VERY, LAUNDRY, ETC.					
132		132	For increase in piece prices of 50 cents on coats and 25 cents on trousers.	Piece price on coats increased as demanded.	Direct negotiations of the parties. Strikers were organized.
7,206		7,206	For increase of about 10 per cent in wages, afterward against open shop.	Strike failed.....	Mediation by committee of citizens and tailors' union organizer. Strike declared off by union March 21; 19 strikers returned to work; about 35 left town; others remained idle.

III.50 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.				EMPLOYEES.			DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IX. CLOTHING, MILLINERY,									
Men's Clothing—									
Concluded.									
NEW YORK CITY.									
Pants factories.....	100	100	2,800	Operators and pressers....	2,800	.....	2,800	Jan. 20-	12
			3,000	Outside finishers.....	.....	3,000	3,000	Feb. 3	
			(3000)	Thereof women.....	.....	(3000)	(3000)		
Knee pants factories....	80	80	1,600	Knee pants makers.....	1,600	.....	1,600	Jan. 21-	15
			(100)	Thereof women.....	(100)	.....	(100)	Feb. 6	
Vest making.....	176	176	3,000	Vest makers.....	3,000	.....	3,000	June 27-	6
			(1500)	Thereof women.....	(1500)	.....	(1500)	July 3	
Coat making.....	300	300	20,000	Tailors.....	6,000	.....	6,000	July 15-	28
			(5000)	Thereof women.....	(1000)	.....	(1000)	Aug. 15	
Knee pants making.....	1	1	25	Operators and pressers....	25	.....	25	July 19-	28
								Aug. 20	
NEW YORK—BROOKLYN.									
Clothing factory.....	1	1	60	Machine operators.....	60	.....	60	May 27-	24
			(10)	Thereof women.....	(10)	.....	(10)	June 22	
Shirts.									
NEW YORK CITY.....	19	19	1,000	Shirt makers.....	1,000	.....	1,000	July 22-	48
			(400)	Thereof women.....	(400)	.....	(400)	Sept. 14	
NEW YORK—BROOKLYN.	1	1	95	Shirt makers.....	95	.....	95	Dec. 20-	59
			(80)	Thereof women.....	(80)	.....	(80)	Feb. 28	
SYRACUSE.....	1	.....	62	Shirt makers.....	24	.....	24	Dec. 13-17	4
			(60)	Thereof women.....	(22)	.....	(22)		
SYRACUSE... ..	1	1	80	Shirt makers.....	80	.....	80	June 11-12..	2
			(77)	Thereof women.....	(77)	.....	(77)		
Neckwear.									
NEW YORK CITY.....	1	.....	55	Neckwear makers.....	40	.....	40	July 8-13....	6
			(20)	Thereof women.....	(10)	.....	(10)		
Women's Clothing.									
NEW YORK CITY.									
Shirtwaist factory.....	1	.....	23	Waist makers.....	18	.....	18	Nov. 14-	21
			(23)	Thereof women.....	(18)	.....	(18)	Dec. 8	
Clothing factory.....	1	1	200	Jacket makers.....	200	.....	200	Nov. 19-	38
			(49)	Thereof women.....	(40)	.....	(40)	Jan. 3	
Cloak factory.....	1	.....	150	Tailors.....	125	.....	125	Dec. 29-	41
			(10)	Thereof women.....	(10)	.....	(10)	Feb. 15	
			53	Cutters and pressers.					

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.51

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
LAUNDRY, ETC.—Continued.					
33,600	36,000	69,600	For increase of 25 per cent in wages and reduction of hours from 10 to 9½ per day.	Increase of wages varying from 10 per cent to 20 per cent. Hours reduced to 9½ per day.	Negotiation of union representatives with individual employers. Agreements signed in some cases; in others made verbally.
12,800		12,800	For 25 per cent increase of wages.	Wages increased 15 per cent.	Negotiation of business agent of the union with contractors. Agreement signed. Time lost was about eight days in each shop.
10,000		10,000	For 15 per cent increase of wages and reduction of hours to 57 per week.	Wages increased as demanded and hours reduced to 57 per week.	Conference of employers with secretary and business agent of union.
70,000		70,000	For reduction of hours to 9 per day and 10 per cent increase in wages.	Hours reduced to 9 per day; no increase of wages.	Negotiations of employers with union representatives. The 1,000 women strikers returned to work during first week of strike, others at different dates up to Aug. 15. Agreement signed by 185 contractors, employing 3,500 tailors.
700		700	Against payment of 15 cents per week for steam power to run machines.	Strike failed.	Strikers' places filled by new hands. Strikers were organized.
1,440		1,440	Against reduction from wages on account of loss of power.	No deduction to be made for stoppage of 15 minutes or less, but one-half of time lost to be made up when stoppage shall last more than 15 minutes.	Negotiations of officers of union district council with employers. Agreement signed.
6,500		6,500	For closed shop conditions, employers having posted notice construed to be declaration of open shop.	Closed shop conditions established.	Negotiations of individual employers with officers of the union. Agreement signed.
3,925		3,925	For recognition of union.	Strike failed.	Strikers returned to work or their places were filled; 30 of the strikers returned to work on Dec. 23.
96		96	Against payment for thread and rental of 25 cents per week for machines.	Strike failed.	Strikers returned to work.
160		160	Against discharge of superintendent.	Superintendent retained.	Conference between firm and superintendent.
240		240	For reinstatement of discharged employee.	Strike failed.	Conference of employer with committee from union.
378		378	For increase in wages of 50 cents per week and recognition of the union.	Wages increased 50 cents per week; hours reduced from 10 to 9½ per day; union not recognized.	Conference arranged by representative of State Board of Mediation and Arbitration.
7,600		7,600	For closed shop.	Closed shop established.	Conference of representatives of the firm with representatives of the union and the United Hebrew Trades.
1,500		1,500	For re-employment of employee discharged for refusing to accept wages offered for making a garment. Also for closed shop.	Strike failed.	Strikers returned to work or their places were filled. Strikers began to return to work after about one week, 40 in all being taken back.

III.52 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IX. CLOTHING, MILLINERY,									
Women's Clothing —Concluded.									
NEW YORK CITY. Cloak factory.....	1	1	79	Cutters, operators and tail- ors.	79	.....	79	Jan. 3-Feb. 1	25
Cloak factories.....	18	.....	1,200 (200)	(10) Thereof women.....	(10)	.....	(10)	March 22- May 25	56
				Cloakmakers.....	1,200	.....	1,200		
				(200) Thereof women.....	(200)	.....	(200)		
Legging factory.....	1	.....	160 (80) 32 (20)	Legging makers.....	72	.....	72	July 8-20....	12
				Thereof women.....	(35)	.....	(35)		
				32 Cutters and packers.					
				(20) Thereof women.					
Skirt factory.....	1	1	140 (20)	Skirtmakers.....	140	.....	140	July 16-31...	14
				Thereof women.....	(20)	.....	(20)		
Skirt factory.....	1	.....	72 290 (50)	Pressers.....	72	.....	72	Sept. 11-23..	11
				Tailors, cutters and finish- ers.					
				(50) Thereof women.					
White Goods.									
NEW YORK CITY. Underwear factory.....	1	1	225 (225)	Machine operators.....	220	.....	220	April 16-18..	3
Underwear factory.....	1	1	215 (200)	Thereof women.....	(220)	.....	(220)	June 3- July 8	30
				Machine operators.....	215	.....	215		
White goods factories...	2	2	184 (168)	White goods makers.....	181	3	184	Aug. 9- Sept. 9	26
				Thereof women.....	(167)	(1)	(168)		
Caps.									
NEW YORK—BROOKLYN.	1	1	175 (75)	Capmakers.....	175	.....	175	May 17- June 27	36
				Thereof women.....	(75)	.....	(75)		
UTICA.....	1	.....	591	Cap makers and others....	28	.....	28	July 2-26....	22
Laundering and Dyeing.									
NEW YORK CITY. Laundry.....	1	1	55	Ironers.....	55	.....	55	Jan. 18-26...	8
NEW YORK—BROOKLYN. Dye works.....	1	.....	45 15	Pressers.....	41	.....	41	April 16-30..	13
				Others.					
X. FOOD, LIQUORS									
Flour and Cereals.									
NIAGARA FALLS. Flour mill.....	1	.....	12 92	Packers.....	12	.....	12	May 13-18...	6
Shredded wheat biscuit factory.	1	1	199 (123)	Food packers, bakers and others.	180	19	199	May 23- June 1	9
				Thereof women.....	(118)	(5)	(123)		

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.53

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

TICKET.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
LAUNDRY, ETC.—Concluded.					
1,975		1,975	For recognition of the union.	Union recognized.	Direct negotiations of the parties. Agreement signed.
67,200		67,200	To compel manufacturers to furnish machines instead of operators furnishing them.	Machines to be furnished by manufacturers. hours reduced from 59 to 56½ per week and wages increased.	Conference of union manager with president of manufacturers' association. Agreement signed.
804		804	Objection to conduct of superintendent.	Strike failed.	Strikers' places filled with non-union hands; factory full handed by July 22. [On Sept. 16 the union secured employer's promise to re-
1,000		1,000	For recognition of the union.	Strike failed.	St
792		792	For re-employment of union's shop steward discharged for discourtesy to foreman.	Strike failed.	Di Sept. 24.
600		600	For reinstatement of five discharged employees.	Discharged persons re-employed on other work.	Conference of employer with committee of strikers.
6,450		6,450	Against discharge of 115 employees, supposed by strikers to be for purpose of breaking up their union.	Strike failed.	Strikers' places filled by new hands. Strike was not declared off by union until Sept. 10, but firm reports running full handed on July 9.
5,706	78	5,784	Originally for abolition of fines; afterward for recognition of union and shop rules in addition to first demand.	Working conditions governed by verbal agreement and shop rules.	Conference of employer with committee of strikers. Union organized during strike.
4,200		4,200	For reinstatement of employee alleged to have been discharged for membership in the union.	Strike failed.	Dispute never terminated, but firm reports factory running full handed on June 28.
616		616	For recognition of the union in regulation of working arrangements.	Strike failed.	Places of strikers filled with new hands. Strikers returned to New York City. They were organized.
440		440	For increase in piece rates of 1 cent per dozen.	Wages increased as demanded.	Conference between employer and representatives of the union. Schedule of prices signed.
533		533	For reinstatement of four employees discharged for union activity.	Strike failed.	Strikers' places filled by new hands.
AND TOBACCO.					
72		72	For reduction of hours from 10 to 9 per day.	Wages increased 10 per cent and hours on Saturday reduced to 9.	Direct negotiations of the parties.
1,620	38	1,658	For reduction of hours from 10 to 9 per day without reduction of wages.	Strike failed.	Strikers returned to work. Plant was shut down for two days.

III.54 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
X. FOOD, LIQUORS AND									
Sugar Refining.									
NEW YORK—BROOKLYN.	1		1,200	Laborers.....	1,000		1,000	May 6-11....	6
			70	Oilers.....		70	70		
YONKERS.....	1		100	Stevedores.....	100		100	April 26-30..	4
			1,000	Others.					
YONKERS.....	1		40	Stevedores.....	40		40	May 25-31...	6
			450	Others.					
Groceries and Pro-visions.									
NEW YORK CITY. Egg handling.....	1		30	Egg inspectors.....	28		28	May 16-18...	3
PIFFARD. Salt works.....	1		18	Pan room men.....	12		12	March 1-6...	5
			33	Others.					
Bakeries and Con-fectloneries.									
NEW YORK CITY. Bakeries.....	1	1	16	Bakers.....	16		16	Dec. 22- Jan. 3	8
			8	Helpers and drivers.					
NEW YORK—BROOKLYN. Candy factory.....	1		23	Packers and wrappers....	23		23	Oct. 4-6.....	3
			(23)	Thereof women.....	(23)		(23)		
			15	Others.					
			(3)	Thereof women.					
Bakery.....	1		10	Bakers.....	10		10	May 17-18...	2
SYRACUSE. Bakeries.....	4	3	134	Bread and biscuit bakers..	49		49	Dec. 3-15....	12
Cigars.									
ALBANY.....	30	30	350	Cigarmakers.....	300		300	May 27- Aug. 3	69
			120	Others.....		120	120		
			(90)	Thereof women.....		(90)	(90)		
NEW YORK CITY.....	1		300	Cigarmakers.....	300		300	Feb. 18- March 23	30
			(285)	Thereof women.....	(285)		(285)		
			14	Packers.					
			(7)	Thereof women.					
NEW YORK CITY.....	1		75	Cigarmakers.....	75		75	Aug. 15- Oct. 12	51
			(2)	Thereof women.....	(2)		(2)		
			15	Packers and strippers.					
			(4)	Thereof women.					
NEWBURGH.....	1		110	Rollers and bunch makers.	110		110	Nov. 3-6....	3
			(110)	Thereof women.....	(110)		(110)		
			60	Others.					
			(48)	Thereof women.					
RIVERHEAD.....	1	1	53	Cigarmakers.....	53		53	July 8- Aug. 16	35
			(26)	Thereof women.....	(26)		(26)		
			4	Packers.....		4	4		
Mineral Water.									
NEW YORK CITY.....	42	42	211	Bottlers, washers, polishers and drivers	211		211	Oct. 9- Feb. 19	110

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.55

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

TOBACCO—Concluded.					
6,000	420	6,420	For increase of wages from 14½ and 15 cents to 18 cents per hour.	Wages increased to 16½ cents per hour for all labor rs.	Conference arranged by representatives of State Board of Mediation and Arbitration.
200		200	For pay for one hour's time lost on account of weather.	No pay allowed for waiting time.	Strikers returned to work. Strikers began to return on April 26; all were at work on May 1.
240		240	For increase of wages from 30 cents per hour to 40 cents, 60 cents for overtime and 80 cents for Sundays and holidays.	Strike failed.	Dispute never terminated, but firm reports running full handed on June 1.
84		84	To force two men to pay their dues to the union.	The men paid their dues.	Direct negotiations of the parties.
60		60	For increase of wages from \$1.60 to \$1.80 per day.	Wages increased to \$1.70 per day.	Direct negotiations of the parties.
128		128	For union shop.	Union contract signed.	Conference of business agent of the union with employer.
69		69	For increase of 50 cents per week over existing wages, which were from \$3 to \$5 per week.	Strike failed.	Strikers' places filled with new hands.
14		14	Against continuance of work during repair of ovens on account of the dirt caused thereby.	Strike failed.	Three strikers returned to work; places of others filled by new hands. Three strikers were idle less than half an hour.
414		414	Against resumption of night work, abolished some time before by mutual agreement.	No resumption of night work in three shops employing 25 of the strikers. Night work resumed in the fourth shop, in which 24 of the strikers had been employed.	Direct negotiations of employers with union representatives in three shops where settlement occurred. Strikers' places filled with new hands in fourth shop. Strike ended in three shops which settled on Dec. 8.
13,000	7,200	25,200	For increase in piece rates of from \$1 to \$4 per thousand cigars.	Strike failed.	Conference of employers with union, resulting in return of strikers to work.
9,000		9,000	Against employment of women packers at less than the union rate for men.	Strike failed.	Dispute never terminated, but firm reports factory running with normal force March 25.
3,925		3,925	For closed shop and increase of wages to union scale.	Closed shop established and wages increased to union scale, i. e., from \$20 to \$23 per week, average.	Conference of employer with union officials.
33		33	For discharge of superintendent.	Strike failed.	Strikers returned to work.
1,957	140	1,995	For increase of wages from \$11 to \$12 per thousand on 10 cent cigars.	Strike failed.	Strikers returned to work. They were unorganized.
10,000		10,000	For a signed contract with the union.	Union contract signed involving increase of wages and reduction of hours in some cases.	Direct negotiations of the parties.

III.56 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total		
XI. WATER, LIGHT AND									
NEW YORK—BROOKLYN. Railway power houses...	4	.....	184	Firemen..... 35 Engineers.	90	.....	90	April 22— June 11	44
Electric power house....	1	.....	39	Firemen.....	19	.....	19	July 22.....	1
XII. BUILDING									
ALBANY.....	1	1	101	Building (General.) Carpenters..... 46 Others.....	101	..........3	101 3	Oct. 10-18...	8
BINGHAMTON.....	2	.....	23	Laborers..... 23 Bricklayers.....	23	..... 23	23 23	Aug. 23-27...	4
BUFFALO.....	*	*	500	Building laborers.....	500	.....	500	July 9-Aug. 5	24
COLLIERS.....	1	.....	170	Laborers and others.....	50	.....	50	July 25-31...	6
FENNIMORE.....	1	.....	14	Teamsters.....	12	.....	12	July 17-18...	2
FENNIMORE.....	1	.....	89	Laborers and others.					
FENNIMORE.....	1	.....	103	Laborers and others.....	80	.....	80	July 19-20...	1½
NEW YORK CITY.....	1	.....	20	Carpenters.....	20	.....	20	Oct. 1-6.....	6
			25	Others.....	21	.....	21		
NEW YORK CITY.....	1	.....	32	Plasterers and plasterers' laborers.	32	.....	32	Oct. 6.....	1
NEW YORK CITY.....	1	.....	4	Iron workers.....		4	4		
NEW YORK CITY.....	1	.....	5	Marble workers.....	5	.....	5	Oct. 22—	20
			53	Composite workers, lathers, metal workers, mosaic workers, painters and engineer.	56	.....	56	Nov. 13	
NEW YORK CITY.....	1	.....	76	Others.					
NEW YORK CITY.....	1	.....	35	Carpenters and steamfitters	35	.....	35	Nov. 23-29...	2
			142	Others.					
NEW YORK CITY.....	1	1	21	Carpenters, laborers, masons and engineer.	21	.....	21	Jan. 8-29....	19
			6	Steamfitters and others....		6	6		
NEW YORK CITY.....	1	1	17	Carpenters, iron workers, lathers and engineer.	17	.....	17	Jan. 8—	22
			14	Cement masons and labor- ers.				Feb. 1	

* Not reported.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.57

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
POWER DISTRIBUTION.					
3,960		3,960	For increase of wages from \$2.25 to \$2.50 per day.	Wages increased from \$2.25 to \$2.40 per day for 154 firemen and from \$2 to \$2.25 for 30 firemen.	Direct negotiations of the parties.
9		9	For reinstatement of two discharged employees.	Strike failed.	Strikers' places filled with new hands. Strikers were organized, but strike was not authorized by the union.
INDUSTRY.					
303	9	312	To compel out-of-town carpenters (union men) to procure traveling cards.	Out-of-town men affiliated with local union.	Conference between superintendent and officers of union. Most of the strikers found other work during the dispute, so that time lost averaged about three days each.
46	23	69	Against employment of bricklayers who had previously worked with non-union hod carriers.	Strike failed.	Strikers returned to work or their places were filled with new hands. Bricklayers were idle one day.
6,000		6,000	For increase of wages from 20 to 25 cents per hour and reduction of hours from 9 to 8 per day.	Strike failed.	Strikers returned to work. Strike was declared off on August 5, but most of the laborers returned to work earlier. Strikers were organized.
300		300	For reinstatement of discharged foreman.	Strike failed.	Strikers' places filled by new hands.
24		24	For increase of wages from 45 to 50 cents per hour.	Strike failed.	Strikers returned to work. They were not organized.
120		120	For increase of wages from \$1.65 to \$1.75 per day.	Strike failed.	Strikers returned to work. They were unorganized.
186		186	Against employment of any but union carpenters to do carpenters' work.	Only union carpenters employed.	Negotiations between contractor and business agent of the union. Agreement signed. Carpenters returned to work Oct. 3.
32		32	Against employment of non-union iron workers.	Union iron workers employed.	Conference of the builder with business agent of the union.
			For exclusive employment of members of one union of marble workers affiliated with Associated Building Trades as against members of another union not so affiliated.	Strike failed.	Strike withdrawn by Associated Building Trades, which had ordered it. Work on building was suspended for 16 days, but the strikers found work elsewhere and lost no time.
70		70	To force the employment of steamfitters in place of plumbers to adjust sprinkling system.	Strike failed.	Strikers returned to work.
			Against employment of non-union steamfitters.	Union men employed.	Negotiations between contractor and representative from the Associated Building Trades. No lost time, strikers finding other work.
			Against employment of non-union laborers.	Union men employed.	Negotiations of committee from Associated Building Trades with employer. No time lost, strikers finding other work.

III.58 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
NEW YORK CITY	1	1	65	Building (General)— Concluded Steamfitters and machin- ists.	65	.....	65	Jan. 21-28...	5
			120	Carpenters, electrical work- ers elevator construct- ors, masons and laborers.	120	.....	120		
NEW YORK CITY.....	1	.....	12	Carpenters.....	7	.....	7	Feb. 27- March 4	5
			15	Others.....	15	.....	15		
NEW YORK CITY.....	1	1	30	Carpenters.....	30	.....	30	March 25-28.	2
NEW YORK—QUEENS...	1	1	3	Steamfitters.....	3	.....	3	July 6- Sept. 7	54
			69	Carpenters, roofers, cement workers, plasterers and elevator constructors.	69	.....	69		
PEEKSKILL.....	5	.....	125	Carpenters.....	50	.....	50	May 1-15....	13
SARANAC LAKE.....	7	.....	147	Carpenters and painters...	96	.....	96	May 1-11....	10
Canal and Reservoir Construction.									
AMSTERDAM.....	1	1	20	Pile drivers.....	20	.....	20	June 17-18..	2
AVON.....	1	1	72	Laborers.....	60	12	72	April 25-26..	2
AVON.....	1	.....	50	Laborers.....	50	.....	50	May 11.....	1
LOCKPORT.....	1	.....	147	Laborers and foremen.....	59	.....	59	Aug. 10-12..	4
LOCKPORT.....	1	.....	120	Others.				Aug. 20.....	1
			51	Boilermakers and helpers..	33	18	51		
			216	Others.					
MELROSE.....	1	.....	120	Laborers and others.....	75	.....	75	Aug. 30.....	4
OLEAN.....	1	1	60	Laborers.....	60	.....	60	July 15-27...	12
OSWEGO.....	1	.....	30	Laborers.....	30	.....	30	Sept. 6-14...	8
			*	Carpenters and others.					
PEEKSKILL.....	1	1	250	Laborers and others.....	200	30	230	July 19-24...	5
PEEKSKILL.....	1	1	25	Firemen and wa'chmen...	25	.....	25	Aug. 27-31...	5
			225	Others.....		225	225		
Carpentry.									
NEWBURGH.....	65	65	200	Carpenters.....	200	.....	200	April 8- July 17	86
			200	Others.					
WARWICK.....	1	.....	15	Carpenters..	11	.....	11	April 8-30...	20

* Not reported.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.59

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

DUSTRY—Continued.

925		925	Against employment of non-union steamfitters and machinists.	Union men employed in place of non-union.	Negotiations of delegates from Consolidated Building Trades with employer.
			Against employment of out-of-town union carpenters not transferred to local union.	Carpenters joined local union.	Direct negotiations of the parties. No time lost, strikers finding other work.
60		60	For increase of wages from \$4 to union rate, \$4.50 per day.	Wages increased to \$4.50....	Direct negotiations of the parties.
			To aid members of Enterprise Association of Steamfitters to prevent contractor employing members of United Association of Plumbers from doing work on the building.	Members of Enterprise Association not employed, but contractor prevented from doing any work on the building.	Strikers employed by other contractor returned to work. No lost time, as strikers found work elsewhere.
325		325	For increase of wages from \$3.25 to \$3.60 per day.	Strike failed.....	Strikers' places filled with new hands. Most of the strikers found employment elsewhere.
960		960	For reduction of hours from 10 to 9 per day, without reduction of wages.	Hours reduced to 9 per day.	Conference of employers with union committee. Agreement signed for carpenters.
40		40	For increase in wages of two foremen from \$4 to \$4.50 per day.	No change of wages.....	Strikers returned to work except foremen whose places were filled by new hands.
120	24	144	For increase of wages.....	Strike failed.....	Strikers' places filled with new hands.
50		50	For increase of wages.....	Strike failed.....	Strikers' places filled with new hands.
29		29	For payment of carfare when traveling to the job.	Carfare paid.....	Direct negotiations of the parties.
33	18	51	For payment of carfare to new employees the same as to 18 boilermakers who had previously been employed by the company in Brooklyn.	Carfare paid.....	Direct negotiations of the parties.
37		37	For increase of wages from \$1.40 to \$2 per day.	Strike failed.....	All but 10 strikers returned to work.
720		720	Against reduction of wages when hours were reduced from 9 to 8 per day in compliance with the State labor law.	Strike failed.....	Strikers returned to work at same rate per hour (20 cents). Strikers were unorganised.
240		240	For increase of wages.....	Wages not increased, but no reduction to be made for time lost on account of weather conditions.	Direct negotiations of the parties. Strikers were unorganised.
1,000	150	1,150	For reduction of hours from 10 to 8 per day.	Hours reduced to 8 per day..	Direct negotiations of the parties.
125	1,125	1,250	Against 15 per cent reduction in wages.	No reduction in wages.....	Strikers' places filled by new hands at rate of wages paid previous to strike. Strikers were unorganized.
3,500		3,500	For increase of wages from 37½ to 44 cents per hour.	Wages advanced to 40 cents per hour.	Direct negotiations of the parties. Most of the strikers found work in other localities by May 1.
			Against employment of non-union men.	Employment of union men only.	Conference of employer with the union representatives. Agreement signed. Most of the strikers found employment elsewhere during the strike.

III.60 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
				Concrete Construc- tion.					
Little Falls.....	1		12	Bricklayers.....	12		12	Oct. 12- Dec. 1	44
				Electric Wiring.					
ITHACA.....	4		26	Electrical workers.....	19		19	Oct. 30- Nov. 13	13
			(2)	Thereof women.					
				Excavating.					
LINCOLN PARK.....	1	1	165	Laborers.....	165		165	Jan. 30- Feb. 5	6
NEW YORK CITY.....	2		200	Excavators and rock men..	200		200	May 31- June 3	3
NEW YORK CITY.....	1		129	Engineers, rock drillers and dock builders.	129		129	Sept. 3- Nov. 30	77
			296	Carpenters and laborers.					
SENECA FALLS.....	1	1	18	Laborers.....	18		18	May 23.....	1
				Masonry.					
POUGHKEEPSIE.....	1		79	Masons and helpers.....	43	36	79	May 1.....	1
			27	Carpenters.					
TROY.....	18		300	Hod carriers.....	300		300	May 1-8.....	7
			*	Others.					
				Painting.					
NEWBURGH.....	9		103	Painters.....	103		103	March 18- July 16	103
			*	Others.					
NEW YORK CITY.....	200		12,000	Painters.....	6,000		6,000	April 1- June 30	78
POUGHKEEPSIE.....	1	1	50	Scamen.....	50		50	July 29-30...	2
				Plumbing and Steamfitting.					
BUFFALO.....	41		158	Steamfitters and helpers..	152		152	Sept. 3-10...	7

* Not reported.

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
DUSTRY—Continued.					
400		400	To prevent employment of men other than bricklayers at setting tile or fireproofing.	Strike failed.....	Job was finished with non-union men.
247		247	To compel signing of union agreement.	Agreement signed by one firm employing four hands.	Conference between members of union and firm which signed agreement. arranged by president of local electric light and power company. In other shops strikers' places filled by non-union men.
990		990	For increase of wages from 17 cents to union scale of 23 cents per hour.	Wages increased to 23 cents per hour.	Direct negotiations of the parties.
600		600	For increase of wages from 19½ to 22 cents per hour for excavators and from 27½ to 30 cents per hour for rockmen.	Strike failed.....	Strikers' places filled with new hands.
9,933		9,933	For increase of wages to union scale.	Strike failed.....	Dispute never terminated, but firm reports places of strikers filled with new hands by Nov. 30.
18		18	For re-employment of discharged workman.	Strike failed.....	Strikers' places filled with new hands.
43	36	79	To compel signing of a written agreement embodying a verbal agreement for increase of wages from \$4 to \$4.80 per day and Saturday half-holiday.	Agreement signed.....	Direct negotiations of the parties.
1,380		1,380	For increase of wages from 30 to 32 cents per hour.	Strike failed.....	Strikers returned to work.
2,000		2,000	For increase of wages from \$3 to \$3.50 per day and Saturday half-holiday.	Wages increased to \$3.20 per day.	Conference of committees from employers' association and the union. Most of the strikers found work in other localities within a few weeks after the strike began.
145,200		145,200	For increase of wages in Manhattan and Bronx from \$3.50 to \$4 per day for painters and from \$4 to \$4.50 per day for decorators; in other boroughs from \$3 to \$3.50 for painters and \$3.50 to \$4 for decorators.	Wages increased as demanded but in most cases without any definite agreement.	Strikers returned to work or their places were filled at the higher rate of wages. By June 30 all or nearly all strikers were at work, many of them being employed by firms outside the Master Painters' organization against which strike was directed. Agreement signed by about 200 independent employers.
100		100	For payment of wages weekly instead of semi-monthly and increase of hours from 49 to 54 per week with corresponding increase of wages.	Wages to be paid weekly and hours increased to 54 per week with increase of wages from \$2.40 to \$2.70 per day.	Direct negotiations of the parties. Seamen were employed to do the painting on account of the impossibility of obtaining regular painters for this work. Strikers were organized.
1,064		1,064	For increase of wages from \$3.50 to \$4 per day and to abolish employment of improvers (advanced apprentices).	Wages increased to \$3.75 per day until May 1, 1908, and \$4 per day thereafter.	Conference of committees representing employers and union. Agreement signed.

III.62 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
CORNING.....	1		11	Plumbing and Steam fitting—Concluded. Plumbers.....	11		11	June 26.....	1
			12	Others.					
PLATTSBURG.....	3	3	20	Plumbers, steam and gas fitters.	20		20	May 1-2.....	2
SENECA FALLS.....	1		20	Laborers.....	20		20	March 30-April 3	3
			*	Others.					
TARRYTOWN.....	12		53	Plumbers' helpers.....	53		53	March 11-April 2	20
			60	Plumbers.					
TROY.....	18		100	Plumbers.....	80		80	April 1-May 4	30
Road and Track Construction.									
AMSTERDAM.....	1	1	50	Laborers.....	30	20	50	May 24-25..	2
AUBURN.....	1	1	225	Laborers.....	225		225	June 6.....	1
BREESPORT.....	1	1	18	Teamsters.....	18		18	July 11-12...	2
CORNING.....	1	1	16	Laborers.....	16		16	June 4.....	1
DUNKIRK.....	1	1	75	Laborers.....	75		75	April 22.....	1
GLENS FALLS.....	1		42	Laborers and others.....	30		30	Sept. 9.....	1
GOSHEN.....	1	1	40	Laborers.....	40		40	May 1.....	1
GREENWICH.....	1	1	240	Laborers.....	90	150	240	Oct. 15-16...	2
			80	Others.....		80	80		
MEDINA.....	1	1	50	Laborers.....	50		50	July 17.....	1
NEW YORK—BROOKLYN.	1		*	Asphalt workers.....	20		20	July 30-Aug 9	10
ROCHESTER.....	1	1	350	Laborers.....	350		350	April 11-18..	7
ROSLYN, L. I.....	1	1	60	Laborers.....	60		60	May 13-14...	2
Sheet Metal Work-ing.									
TROY.....	18	18	57	Sheet metal workers.....	35		35	May 3-June 22	44

* Not reported.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.63

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

TIME.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			

DUSTRY—Continued.					
11			11 For reinstatement of plumber discharged for refusing to work with non-union painter.	Strike failed	Direct negotiations of the parties.
40			40 For reduction of hours from 9 to 8 per day and establishment of a minimum wage rate of \$3 per day.	Hours reduced to 8 per day and minimum rate of \$3 established.	Direct negotiations of the parties. Agreement signed.
60			60 For increase of wages from \$1.50 to \$1.80 per day.	Strike failed	Strikers returned to work.
530			530 For increase in wages of \$1 and \$1.50 per week.	Strike failed	Strikers returned to work. Strikers began to return at end of first week and by April 3 all were at work but five or six, who found other employment.
2,400			2,400 For increase of wages from \$3 to \$4 per day and Saturday half-holiday.	Wages increased to \$3.00 per day; Saturday half-holiday established for months of May, June, July, August and September.	Conference of committees representing the employers' association and the union. Agreement signed.
60	40		100 For reduction of hours from 10 to 9 per day.	Hours reduced from 10 to 9 on Saturdays.	Direct negotiations of the parties.
225			225 For increase of wages from \$1.50 to \$1.75 per day.	Strike failed	Strikers returned to work.
34			36 For increase of wages from \$3.50 to \$4 per day.	Wages increased to \$3.75 per day.	Direct negotiations of the parties. Strikers were not organized.
16			16 For re-employment of discharged employee.	Discharged employee not reinstated.	Strikers' places filled with new hands.
37			37 For increase in wages.	Strike failed	Strikers returned to work.
15			15 For increase in wages from \$1.75 to \$2 per day.	Strike failed	Strikers returned to work.
40			40 Against discharge of two employees for disobeying orders.	Strike failed	Strikers returned to work.
180	460		640 For reduction of hours from 10 to 9 per day.	Strike failed	Strikers returned to work, except leaders, who were discharged.
50			50 For payment of wages.	Wages paid	Direct negotiations of the parties.
200			200 Against discrimination on account of race and union membership.	Strikers returned to work with promise of equal pay for equal work without regard to race or membership in union.	Conference of commissioner of public works with union representative and strikers' committee. Strikers were organized.
2,450			2,450 For increase of wages from \$1.60 to \$2 per day.	Wages increased to \$1.80 per day.	Conferences of representatives of the parties, arranged by representative of the State Board of Mediation and Arbitration.
120			120 For increase of wages from \$1.50 to \$1.75 per day and reduction of hours from 10 to 9 per day.	Wages increased to \$1.75 for a 10-hour day.	Direct negotiations of the parties.
800			830 For increase of wages from \$2.80 to \$3.50 per day.	Wages advanced to \$3.50	Direct negotiations of the parties. Several employers granted the demands early in May and a number of the strikers found work in other localities during the dispute.

III.64 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
				Wrecking.					
TROY.....	1	1	40	Laborers.....	40		40	April 17-18..	2
TROY.....	1		150	Laborers.....	60		60	April 24.....	1
XIII. TRANSPORTATION									
				Cold Storage.					
POUGHKEEPSIE.....	1	1	34	Laborers.....	34		34	Sept. 20.....	1½
				Freight Handling.					
AMSTERDAM.....	1		29	Freight handlers.....	29		29	May 7-13....	6
BUFFALO.....	5	5	1,500	Freight handlers.....	800	700	1,500	May 20-27...	7
NEW YORK—RICHMOND.	1		100	Freight handlers.....	100		100	Jan. 9-10...	2
			20	Foremen and checkers.					
NEW YORK—BROOKLYN.	1		375	Freight handlers and others	300		300	April 18-19..	1½
NEW YORK—BROOKLYN.	1		585	Freight handlers and others	510		510	May 1-14....	12
ROME.....	1		19	Laborers.....	10		10	May 20.....	1
SYRACUSE.....	1		52	Freight handlers.....	35		35	Sept. 6-9....	3
WHITEHALL.....	1	1	21	Laborers.....	21		21	March 4-16..	12
			4	Tallymen.....	4		4		
				Ice, Coal and Ore Handling and Delivering.					
ALBANY.	47	40	240	Teamsters and coal hand-	240		240	May 13-22...	9
Coal handling.....				lers.					
BUFFALO.	1	1	28	Coal shovelers.....	28		28	May 25- June 4	9
Railroad coal department									
Iron ore dock.....	1	1	83	Ore handlers.....	83		83	June 7-8....	2
KINGSTON.	2	2	90	Ice handlers.....	90		90	Aug. 12-14..	3
Ice handling.....									
NEW YORK CITY.	1		53	Drivers and stablemen....	53		53	Feb. 9-14....	5
Coal yard.....									

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.65

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

TION.			PRINCIPAL CAUSE, OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

DUSTRY—Concluded.					
80	.....	80	For increase of wages.....	Strike failed.....	Strikers returned to work.
60	.....	60	For increase of 2½ cents per hour.	Strike failed.....	Twenty-five of the strikers returned to work; places of 20 others filled by new hands.

AND COMMUNICATION.					
17	.....	17	For reduction of hours from 10 to 9 per day without reduction of wages.	Strike failed	Strikers returned to work.
174	.....	174	For increase of wages from \$1.50 to \$1.75 per day.	Wages increased to \$1.60 per day.	Direct negotiations of the parties.
4,100	3,700	7,800	For increase of wages from 17½ to 20 cents per hour and recognition of the union.	Wages increased to 20 cents per hour from June 3; union not recognised.	Conference of employers and union committee, assisted by national union officer. One contractor employing 450 strikers signed the union agreement on May 20.
200	.....	200	For increase of wages from 18½ cents to 20½ cents per hour.	Strike failed	Strikers' places filled with new hands.
450	.....	450	Against change of weekly pay day from Saturday to Monday.	Pay days to be Friday and Saturday.	Conference of superintendent with committee of strikers.
6,120	.....	6,120	At first to aid striking longshoremen; afterwards for advance of wages from 20 to 25 cents per hour.	Strike failed	Strikers returned to work.
10	.....	10	For increase of wages from 15 to 17½ cents per hour.	Wages increased to 16 cents per hour.	Direct negotiations of the parties. Strikers returned to work pending adjustment of wages by general office.
105	.....	105	For increase of wages from 18 to 22 cents per hour.	Strike failed	Strikers' places filled by new hands.
300	.....	300	For increase of wages.....	Compromise advance from \$35 per month to \$1.50 per day for laborers.	Direct negotiations of the parties.
2,160	.....	2,160	For increase of wages from \$12 to \$15 per week.	Wages increased to \$13.....	Conference between committees of coal handlers and dealers.
252	.....	252	For increase of wages from 20 to 30 cents per hour.	No change in wages.....	Places of strikers filled with new hands; afterward part of strikers returned to work.
166	.....	166	For pay for all time on the dock instead of only for actual time at work.	Strike failed.....	National union officer ordered strikers to return to work on ground that their action was contrary to existing agreement with the firm; 30 returned to work; 53 others expelled from union and their places filled by new hands who afterward joined the union.
270	.....	270	For increase of wages from \$2 to \$2.25 per day.	Wages increased to \$2.25....	Conference of superintendents of ice companies with committee of strikers. Strikers were unorganised.
265	.....	265	For increase of wages.....	Strike failed.....	Strikers' places filled with new hands.

III.66 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
NEW YORK CITY. Ice handling.....	1		800 800	Ice, Coal and Ore Handling and De- livering—Concl'd. Ice wagon drivers..... Helpers.....	350 350		350 350	June 26- July 5	9
NORTH FAIR HAVEN. Coal shipping.....	1	1	17	Coal trimmers and laborers	9	8	17	Aug. 3-6....	3
ONEIDA. Railway coal transfer....	1	1	16	Laborers.....	16		16	April 1-6....	6
OTONE PARK, L. I. Coal and lumber yard....	1	1	15	Drivers and yard men.....	15		15	June 3-5....	3
YONKERS. Ice handling.....	1	1	13	Ice handlers and drivers...	13		13	Sept. 25.....	1
NEW YORK CITY.....	14		250	Lumber Handling. Lumber handlers.....	200		200	April 30- May 28	25
NEW YORK—QUEENS....	1		35	Drivers and lumber hand- lers.	15		15	May 1-4....	4
NEW YORK CITY. Steamship line.....	1		20 300	Marine Transportation. Checkers..... Laborers.	10		10	Jan. 3.....	1
NEW YORK CITY. Railway lighterage.....	2	2	219	Deckhands, firemen, float- men, mates, oilers and stewards.	219		219	Feb. 5-6....	2
NEW YORK CITY. Steamship lines.....	25		15,000	Longshoremen.....	15,000		15,000	April 29- June 13	35
NEW YORK CITY. Ferrying.....	1		35 150	Firemen and oilers..... Pilots, deck hands and others.	35		35	Aug. 21.....	1
NEW YORK CITY. Messenger service.....	1	1	58	Messenger and Telegraph Service. Messengers.....	31	27	58	Oct. 10-11....	2

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.67

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
6,300		6,300	For recognition of union in adjustment of grievances which as afterward presented included alleged failure to pay helpers the agreed wage of \$2 per day, excessive hours of work and shrinkage of ice during delivery.	Union not recognized, but no discrimination against union members; no change in wages or hours.	Conference of employer with committee of employees, arranged by representatives of State Board of Mediation and Arbitration.
27	24	51	For increase of wages $\frac{1}{2}$ cent per ton for trimming and $2\frac{1}{2}$ cents per hour for day work.	Strike failed.	Strikers returned to work or their places were filled.
91		91	For increase of wages.	Strike failed.	Places of all the strikers except three filled by new hands.
45		5	For increase of wages from \$12 to \$13 per week for drivers and from \$10.50 to \$11.50 per week for yardmen.	Strike failed.	Strikers returned to work.
13		13	For 25 cents per hour for all time worked over the regular 60 hours per week.	Overtime rate paid as demanded.	Conference of general manager of the company with the business agent of the union. Strikers were organized.
5,000		5,000	For increase of wages from 25 to 30 cents per hour and time and one-half for overtime.	Strike failed.	Strikers returned to work.
60		60	For increase of wages.	Strike failed.	Strikers' places filled with new hands.
10		10	Against reduction of wages from 30 to 25 cents per hour.	Strike failed.	Strikers' places filled with new hands.
300		300	For increase of wages.	No change in wages.	Strikers returned to work. Strike lasted only part of a day in case of one firm.
400,000		400,000	For increase of wages.	Compromise increase by three lines employing 3,500 strikers from flat rate of 25 cents per hour to 30 cents per hour for day work and 35 and 40 cents for overtime, night and Sunday work. Strike failed on other lines.	Conference of employers with committees of employees, arranged by representatives of State Board of Mediation and Arbitration. Strike on one line lasted from April 29 to May 10; on another from April 29 to May 7; on a third from May 3 to 5, these lines granting compromises. General strike which failed lasted from May 6 to June 13.
17		17	For increase of wages from \$60 to \$70 and from \$65 to \$75 per month.	Strike failed.	Strikers' places filled with new hands.
62	54	116	Against payment of 50 cents per week for use of uniforms and for a rate of 2 cents for each message delivered and 10 cents an hour for waiting time when not employed.	Strike failed.	Strikers' places were filled with new employees.

COMMUNICATION—Continued.

III.68 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		

XIII. TRANSPORTATION AND									
NEW YORK CITY, ALBANY, BUFFALO, BINGHAMTON, ELMIRA, JAMESTOWN, LOCKPORT, NEWBURGH, NIAGARA FALLS, NORTH TONAWANDA, POUGHKEEPSIE, ROCHESTER, SARATOGA, SCHENECTADY, SENECA FALLS, SYRACUSE AND UTICA. Telegraph lines.....	2	.....	4,532 (808)	Messenger and Telegraph Service—Concluded.				Aug. 12–Nov. 6.	75
				Commercial telegraphers... Thereof women.....	1,260 (335)	.....	1,260 (335)		
SYRACUSE. Telegraph office.....	1	.....	13	Messengers.....	13	.....	13	Feb. 18–22...	5
				4 Others.....	.....	4	4		
BINGHAMTON. Street railway.....	1	.....	*	Railways, Electric and Steam.				April 26–July 21	75
				Motormen and conductors. Others.	80	.....	80		
BUFFALO. Steam railroad.....	1	1	53	Switchmen.....	33	.....	33	Jan. 12–15...	4
				44 Engineers, firemen and others.	.....	44	44		
CORNING. Street railway.....	1	.....	19	Trackmen.....	17	.....	17	Aug. 12.....	1
				32 Motormen, conductors and electricians.	.....	4	4		
AUBURN. Teaming.....	*	*	40	Teaming, Cab Driving, Etc.				April 1–13...	12
				Teamsters (owners).....	40	.....	40		
BINGHAMTON. Livery stables.....	2	.....	26	Drivers and stablemen....	16	.....	16	Aug. 16–17...	2
NEW YORK CITY. Piano moving.....	1	1	11	Piano movers.....	10	.....	10	Oct. 8–9.....	1½
Motor livery.....	1	.....	325	Electric and gasoline drivers.	300	25	325	Oct. 25–Nov. 17	25
			421	Others.					
Manure carting.....	10	10	300	Drivers and trimmers.....	300	.....	300	Dec. 24–Jan. 19	22

* Not reported.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.69

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Directly.	Indirectly.	Total.			

COMMUNICATION—Continued.

94,500		94,500	In sympathy with strikes in San Francisco and Chicago against employment of non-union operators; afterwards for 15 per cent increase of wages, 8-hour day and free typewriters.	Strike failed	About one-half the strikers returned to work; places of others filled by new hands. Strikers were organized.
65	20	85	Against style of uniform hat for messengers.	No change in uniform	Strikers' places filled by new hands.
3,000		3,000	Originally for reinstatement of employees discharged for membership in the union; subsequently for increase of wages from 16½ to 20 cents per hour, reduction of hours to 9 per day and time and one-half for overtime.	Strike failed	Strikers returned to work or their places were filled with new hands. Most of the strikers found other employment part of the time.
132	176	308	For negotiation of working agreement with the switchmen's union exclusively.	Working agreement negotiated with the switchmen's union committee alone.	Conference between employer and employees' representatives, arranged by representative of State Board of Mediation and Arbitration.
17	4	21	For reduction of hours from 10 to 8 per day, or increase of wages from \$1.60 to \$1.75 for 10-hour day.	Wages increased to \$1.75 per 10-hour day.	Strikers' places filled by new hands at advanced wages.
490		490	For increase of wages from 50 to 56 cents per hour.	Wages advanced to 56 cents per hour.	Direct negotiations of the parties.
32		32	For increase of wages from \$9 to \$10 per week and reduction of hours to 12 per day, with 15 cents per hour for overtime.	Wages increased to \$10 per week for competent men at one stable, 30 days trial to be test of competency; strike failed at other stable.	Direct negotiations of the parties in case where settlement was made; strikers' places filled with new hands in other. Strikers were organized.
15		15	For 50 cents per hour for overtime, wages being \$18 per week, with no allowance for overtime.	Compromise of 25 cents per hour for overtime.	Negotiations of business agent of union with employer.
7,500	625	8,125	For recognition of the union, increase in wages and regulation of working conditions.	No recognition of union. Advance of overtime pay of station men from 16½ to 20 cents per hour. Wages of private service men increased from \$2.33 to \$2.50 per day.	Conferences between representatives of employer and employees, arranged by the National Civic Federation.
4,500		4,500	For increase in wages of 25 cents per day.	Strike failed except in the case of one firm whose 14 employees received an increase from \$1.75 to \$2 per day.	Strikers returned to work. Strike was settled in different establishments at different times between Jan. 2 and Jan. 19.

III.70 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
NEW YORK CITY.				Teaming, Cab Driv- ing, Etc.—Con- cluded.					
Trucking.....	1		150	Drivers.....	100		100	Jan. 9-10....	1
Riding and livery stables	8		514 672	Grooms and stablemen.... Others.	374		374	March 31- April 8	9
Meat delivering.....	18	18	235	Meat wagon drivers.....	235		235	Aug. 22- Sept. 9	16
TROY.									
Teaming.....	50	50	150	Teamsters.....	150		150	April 1.....	1
YONKERS									
Teaming.....	50	50	500	Teamsters.....	500		500	April 26-30...	4
AUBURN.....	1		10	Track Repairing. Section hands.....	10		10	March 1-2...	2
BUFFALO.....	1		270	Section laborers.....	270		270	April 5-16...	10
CHATHAM, PAWLING AND INTERMEDIATE POINTS.	1		41	Section laborers.....	35		35	Nov. 15- Dec. 1	15
JAMAICA. L. I.....	1		369 30	Laborers..... Foremen.....	291	22	291 22	June 22-26...	4
OXFORD AND VICINITY...	1		100	Laborers.....	95		95	May 1-18....	16
RAVENA.....	1	1	35	Laborers.....	35		35	June 7-8....	2
ROCHESTER.....	1		200	Laborers.....	200		200	May 1-6....	5
SARATOGA COUNTY.....	1	1	50	Laborers.....	50		50	April 2-6....	5
WALTON.....	1	1	40	Work train laborers.....	40		40	April 25...	1

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.71

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE, OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
100		100	For recognition of the union.	Union recognized.....	Conference between business agent of the union and superintendent of the firm.
1,744		1,744	For increase of wages from \$13 to \$14 and from \$16 to \$18 per week.	Wages increased to \$14 and \$18 for 106 men in two establishments. Strike failed in others.	Direct negotiations of the parties in case of firms which settled; strikers' places filled with new employees in all the rest. Agreement signed by one firm. Strike began and terminated at various dates in different establishments.
3,760		3,760	For signing of new agreement providing for final adjustment of grievances by the union instead of by an arbitration committee as under the old agreement, and for extra pay for overtime.	Strikers returned to work on employers' terms without agreement or recognition of union. Plan of arbitration adhered to.	Conference of officers of employers' association with strikers' representatives.
75		75	For increase of wages from \$11 per week for single horse drivers and \$12 for team drivers to \$14 for both; and 30 cents per hour for overtime.	Wages increased to \$12 and \$13 per week for single horse and team drivers respectively.	Conference of committees appointed by employers' association and employees' union.
2,000		2,000	For increase of wages from \$11, \$10 and \$9 to \$15, \$13.50 and \$11 per week for drivers of three, two and one horses respectively.	Compromise advance to \$14.50, \$13 and \$11.	Arbitration by a local board of three arbitrators, one each appointed by arbitration committees of team owners and of teamsters and one by the two committees jointly.
20		20	For increase of wages from 14½ to 16 cents per hour.	No change in wages.....	Strikers returned to work.
2,700		2,700	For increase of wages from 15½ to 20 cents per hour.	Wages increased to 16½ cents per hour.	Direct negotiations of the parties.
525		525	For increase of wages.....	Wages increased from 14 to 14½ cents per hour.	Conference of strikers and division engineer. Increase affected 399 men.
1,164	88	1,252	For payment of full time regardless of weather conditions.	Strike failed.....	Strikers' places filled with new hands to the number of about 200.
323		323	For increase of wages from \$1.40 to \$1.50 per day of 9 hours or to \$1.65 per day of 10 hours.	Strike failed.....	Nearly all strikers returned to work; places of others filled. Stoppage of work occurred at different times and varied as to duration on the different sections.
70		70	For increase of wages from \$1.50 to \$1.75 per day.	Strike failed.....	All returned to work except two strike leaders who were discharged.
1,000		1,000	For increase of wages.....	Strike failed.....	Strikers returned to work.
250		250	For increase of wages from \$1.40 to \$1.50 per day.	Wages increased to \$1.50...	Part of strikers returned at old rate, afterward receiving the increase; places of others filled by new hands at advanced rate.
20		20	For increase of wages.....	Strike failed.....	Strikers returned to work.

COMMUNICATION—Concluded.

III.72 NEW YORK STATE DEPARTMENT OF LABOR.

Detailed Statement of Disputes Reported in the Year Ended September 30, 1907.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.				DURA		
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIV. T									
NEW YORK CITY. Retail drygoods stores...	30	.....	130	Retail clerks.....	130	.....	130	July 9-12....	4
Office building.....	1	.....	15	Elevator men.....	15	.....	15	Aug. 8.....	1
XV. HOTELS, RES									
NEW YORK CITY. Barber shops.....	40	40	200	Barbers.....	200	.....	200	Oct. 1- Dec. 15	65
Hotel portorage.....	*	.....	200	Porters.....	200	.....	200	May 28- June 17	18
Barber shops.....	200	200	2,000	Barbers.....	2,000	.....	2,000	Aug. 12-24..	12
XVI. PRO									
NEW YORK CITY. Theaters.....	6	6	266	Actors, bartenders, dress- ers, musicians, prompt- ers, singers and stage car- penters.	266	.....	266	Jan. 2- Feb. 1	27
			(47)	Thereof women.....	(47)	.....	(47)		
XVII. PUBLIC									
JOHNSTOWN. Street department.....	1	.....	30	Laborers.....	18	.....	18	June 4.....	1
NEW YORK CITY. Street cleaning.....	1	.....	859	Drivers.....	481	.....	481	Dec. 11-12...	2
Lamp lighting.....	1	.....	500	Lamp lighters.....	275	.....	275	April 24-28..	5
Street cleaning.....	1	.....	*	Drivers.....	914	.....	914	June 25- July 1	6

* Not reported.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.73

Table I—Concluded.

DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Directly.	Indirectly.	Total.			
RADE.					
520		520	For readjustment of hours, one-half the employees to work from 7 A. M. to 7 P. M., the other half from 7 P. M. to 10 P. M., alternating each day, instead of from 9 A. M. to 10 P. M. daily.	No change in hours, but each employee to have a week's vacation.	Direct negotiations of the parties. Strikers were organized.
15		15	For increase of wages.	Strike failed	Strikers' places filled by new hands. Strikers were unorganized.
TAURANTS, ETC.					
2,000		2,000	For reduction of hours from 70 to 64 per week and increase of wages.	Hours reduced to 64 per week and wages increased as demanded from \$9 to \$12 per week for first-class barbers, from \$7.50 to \$10 for second-class, and from \$5 to \$8 for third-class barbers.	Negotiations of business agent of the union with employers' association. Only two shops were closed at a time, for about 10 days, making about eight men idle at any one time. Agreement signed.
1,800		1,800	For increase of wages from \$20 to \$25 per month, the right to keep all tips received and reduction of working hours to 10 per day.	Wages increased to \$25 in a few cases; strike failed in others.	Direct negotiations in cases where settlements were made; in others, places of strikers were filled with new hands.
24,000		24,000	For whole holiday on Sunday, half-holiday during week and abolition of practice of boarding employees.	Strike failed	Strikers returned to work. Strikers were organized.
FESSIONS.					
7,182		7,182	For recognition of the union.	Union agreement signed.	Conference between theater managers and business agent of the union.
EMPLOYMENT.					
9		9	For increase of wages from \$1.50 to \$1.75 per day.	Wages increased to \$1.75 per day.	Conference of superintendent of streets with striking employees.
			For reduction of hours which were from 9 to 12 per day and withdrawal of an order dismissing any employee absent from roll call.	Roll call at 6.30 instead of 6 A. M. and drivers to be in stable not later than 5 P. M. Order objected to withdrawn.	Conference of committee of employees and Commissioner of Street Cleaning. 201 drivers went out Dec. 11 and 280 on Dec. 12. Strikers were paid for time lost.
500		500	Against discharge of several employees because of membership in the union.	Re-employment of discharged employees.	Conference of superintendent of the company with representative of American Federation of Labor, with which union involved was affiliated. Lamplighters have employment as such only part of the day.
4,687		4,687	For reduction of hours to 48 per week; 25 cents per hour for overtime and revision of fines system.	Strike failed.	Conference of mayor with committee of strikers.

TABLE II.—PRINCIPAL LABOR DISPUTES BEGUN IN 1907.*

Locality.	TRADE. [Trades affected indirectly are italicized. Figures in () refer to industry number.]	Date.	Duration (weeks).	EMPLOYEES INVOLVED.		WORKING DAYS LOST BY EMPLOYEES.	
				Directly.	Indirectly.	Directly.	Indirectly.
1 New York City.	Longshoremen.	April 29-June 13.	6	15,000			400,000
2 New York City.	Painters.	April 1-June 30.	13	6,000			145,200
3 New York City.	Furriers.	Aug. 23-Oct. 5.	6†	6,000			114,934
4 New York State cities†	Commercial telegraphers.	Aug. 12-Nov. 6.	12‡	1,200			94,500
5 New York City.	Coat makers.	July 15-Aug. 16.	4‡	6,000			70,000
6 New York City.	Pants operators, pressers and outside finishers.	Jan. 20-Feb. 3.	2	2,800	36,000		69,600
7 New York City.	Cloak makers.	March 22-May 25	9‡	1,200			67,200
8 Firthcliffe.	Carpet weavers and others.	Aug. 22-Nov. 26.	13‡	22	36,654		55,350
9 Cohoes and vicinity.	Carders and others.	April 1-26.	3‡	17‡	45,000		48,000
10 Amsterdam.	Weavers and others.	April 26-Aug. 3.	14	8	37,380		44,688
11 Erie R. R. system‡.	Machinists, apprentices, helpers and firemen.	May 24-March 2.	39‡	28‡			38,998
12 Mechanicville.	Pulp workers and others.	July 22-Sept. 30.	10	35‡	13,650		34,550
13 Cohoes.	Boards and others.	Jan. 2-18.	2‡	3‡	33,975		34,425
14 Schenectady.	Electrical apparatus makers.	Dec. 10-20.	1‡	2,600			26,000
15 Albany.	Cigar makers and others.	May 27-Aug. 3.	10	300	7,200		25,200
16 New York City.	Barbers.	Aug. 12-24.	2	2,000			24,000
17 New York City.	Chandelier makers.	Nov. 20-Dec. 11.	3	2,000			22,000
18 New York City.	Jewelry case makers.	April 29-Oct. 12.	23‡	17‡			22,880
19 New York City.	Shipwrights.	Oct. 1-Dec. 6.	9‡	30‡			21,033
20 New York City.	Silverworkers.	Oct. 8-Feb. 23.	16	21‡			15,000
21 New York City.	Knee pants makers.	Jan. 31-Feb. 6.	2‡	1,600			12,800
22 Lookport.	Fiber pressmen, senders and others.	April 24-July 10.	10‡	3‡	9,815		12,285
23 New York City.	Wire fixture workers.	June 1-Aug. 1.	8‡	23‡			11,960
24 New York City.	Vest makers.	June 27-July 3.	1	3,000			10,000
25 New York City.	Mineral water bottlers.	Oct. 9-Feb. 19.	18‡	21			10,000

* which the aggregate time lost was 10,000 or more working days. † Brooklyn Borough. ‡ Strikes occurred at Hornell, Albany, Elmira and Rochester. † These cities are New York City, Albany, Buffalo, Binghamton, Elmira, Jamestown, Lockport, Falls, North Tonawanda, Poughkeepsie, Rochester, Saratoga, Schenectady, Seneca Falls, Syracuse and Utica.

TABLE III—NUMBER OF DISPUTES, EMPLOYEES AFFECTED, AND TIME LOST.

INDUSTRIES.	Number of disputes.	NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Before dispute.	Directly concerned.	Indirectly affected.	Total number involved.	Directly concerned.	Indirectly concerned.	Total.
Fisheries.....	1	60	40	20	60	440	220	660
I. STONE AND CLAY PRODUCTS.								
Brick and cement.....	3	961	239	62	301	1,210	806	2,016
Stone and glass.....	2	175	97		97	1,222		1,222
Total.....	5	1,136	336	62	398	2,432	806	3,238
I. METALS, MACHINES AND CONVEYANCES.								
Jewelry and silverware.....	4	1,062	542	16	558	47,584	1,096	48,680
Enameled ware.....	2	4,798	1,160		1,160	8,067		8,067
Brass and sheet metal working.....	2	2,425	2,123		2,123	22,951		22,951
Foundries.....	9	1,295	327	221	548	2,640	2,401	5,041
Boiler shops.....	3	333	100		100	1,645		1,645
Iron mining.....	1	124	50	74	124	150	222	372
Fire works.....	2	261	249		249	11,969		11,969
Electrical goods.....	1	11,071	2,600		2,600	26,000		26,000
Ship building.....	3	1,693	448		448	22,720		22,720
Locomotive works.....	2	7,106	44		44	224		224
Railway repair shops.....	8	3,819	714	25	739	42,434	100	42,534
Struments and appliances.....	2	386	160		160	1,620		1,620
Other iron works.....	5	9,687	155		155	2,001		2,001
Total.....	44	44,060	8,672	336	9,008	180,005	3,819	193,824
III. WOOD MANUFACTURES.								
Saw factories.....	3	574	54		54	524		524
Floors and mats.....	2	825	171	399	570	2,599	5,187	7,786
Planing factory.....	1	62	48		48	912		912
Wood turning and fixtures.....	2	388	388		388	5,499		5,499
Wood working.....	3	321	234	13	247	1,302	480	1,782
Total.....	11	2,170	895	412	1,307	10,836	5,667	16,503
V. LEATHER AND RUBBER GOODS.								
Shoes.....	2	6,080	6,080		6,080	118,454		118,454
Leather and leather goods.....	3	567	145		145	2,551		2,551
Articles of pearl, bone and hair.....	3	362	48		48	270		270
Total.....	8	7,009	6,273		6,273	121,275		121,275
IV. CHEMICALS, OILS, PAINTS, ETC.								
.....	1	495	70		70	630		630
VI. PAPER AND PULP.								
Paper.....	8	2,537	569	773	1,342	23,103	15,542	38,645
Other paper and paper goods.....	2	535	351	151	502	3,722	9,815	13,537
Total.....	10	3,072	920	924	1,844	26,825	25,357	52,182
VII. PRINTING AND PAPER GOODS.								
Bookbinding.....	1	97	26		26	182		182
Printer's boxes.....	2	19	165		165	3,255		3,255
Printing.....	4	787	216		216	829		829
Total.....	7	1,083	407		407	4,266		4,266

Table III—Number of Disputes, Employees Affected and Time Lost — Continued.

INDUSTRIES.	Number of disputes.	NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Before dispute.	Directly concerned.	Indirectly affected.	Total number involved.	Directly concerned.	Indirectly concerned.	Total.
VIII. TEXTILES.								
Silk.....	6	1,400	439	15	454	2,980	60	3,040
Woolen mills.....	2	187	50	.....	50	330	.....	330
Carpets and rugs.....	3	2,303	374	892	1,266	28,069	74,034	102,103
Knitting mills.....	9	12,540	320	5,903	6,223	4,345	80,207	84,552
Shoddy mill.....	1	236	236	.....	236	5,900	.....	5,900
Lace mills.....	3	1,256	36	.....	36	2,246	.....	2,246
Plush and embroideries.....	2	488	289	65	354	2,879	715	3,594
Total.....	26	18,410	1,744	6,875	8,619	46,749	155,016	201,765
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.								
Men's clothing.....	8	30,568	13,568	3,000	16,568	135,878	36,000	171,878
Shirts.....	4	1,237	1,199	.....	1,199	10,681	.....	10,681
Neckwear.....	1	55	40	.....	40	240	.....	240
Women's clothing.....	8	2,370	1,906	.....	1,906	82,269	.....	82,269
White goods.....	3	624	616	3	619	12,816	78	12,894
Caps.....	2	766	203	.....	203	4,816	.....	4,816
Laundering and dyeing.....	2	115	96	.....	96	973	.....	973
Total.....	28	35,735	17,628	3,003	20,631	247,673	36,078	283,751
X. FOOD, LIQUORS AND TOBACCO.								
Flour and cereals.....	2	303	192	19	211	1,692	38	1,730
Sugar refining.....	3	2,860	1,140	70	1,210	6,440	420	6,860
Groceries and provisions.....	2	81	40	.....	40	144	.....	144
Bakeries and confectioneries.....	4	206	98	.....	98	625	.....	625
Cigars.....	5	1,101	838	124	962	33,010	7,340	40,350
Mineral water.....	1	211	211	.....	211	10,000	.....	10,000
Total.....	17	4,762	2,519	213	2,732	51,911	7,798	59,709
XI. WATER, LIGHT AND POWER.								
Distribution.....	2	258	109	.....	109	3,969	.....	3,969
XII. BUILDING INDUSTRY.								
Building (general).....	18	2,108	1,428	36	1,464	9,351	32	9,383
Canal and reservoir construction...	10	1,386	612	285	897	2,394	1,317	3,711
Carpentry.....	2	415	211	.....	211	3,500	.....	3,500
Concrete construction.....	1	12	12	.....	12	400	.....	400
Electrical wiring.....	1	26	19	.....	19	247	.....	247
Excavating.....	4	808	512	.....	512	11,541	.....	11,541
Masonry.....	2	406	343	36	379	1,423	36	1,459
Painting.....	3	12,153	6,153	.....	6,153	147,300	.....	147,300
Plumbing and steam fitting.....	6	434	336	.....	336	4,105	.....	4,105
Road and track construction.....	12	*1,246	1,004	250	1,254	3,429	500	3,929
Sheet metal working.....	1	57	35	.....	35	860	.....	860
Wrecking.....	2	190	100	.....	100	140	.....	140
Total.....	62	19,241	10,765	607	11,372	184,690	1,885	186,575
XIII. TRANSPORTATION AND COMMUNICATION.								
Cold storage.....	1	34	34	.....	34	17	.....	17
Freight handling.....	8	2,005	1,809	700	2,509	11,459	3,700	15,159
Ice, coal and ore handling and delivering.....	10	2,155	1,247	8	1,255	9,589	24	9,613

* Not reported for one dispute in which 20 employees were on strike.

Table III—Number of Disputes, Employees Affected and Time Lost — Concluded.

INDUSTRIES.	Num- ber of dis- putes.	NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Before dis- pute.	Di- rectly con- cerned.	Indi- rectly af- fected.	Total number in- volved.	Directly con- cerned.	Indi- rectly con- cerned.	Total.
XIII. TRANSPORTATION AND COM- MUNICATION—<i>Concluded.</i>								
Lumber handlers.....	2	285	215	.....	215	5,080	.....	5,080
Marine transportation.....	4	15,724	15,264	.....	15,264	400,327	.....	400,327
Messenger and telegraph service...	3	4,607	1,304	81	1,335	94,627	74	94,701
Railways (electric and steam).....	3	†128	130	48	178	3,149	180	3,329
Teaming, cab-driving, etc.....	10	8,344	2,025	25	2,050	20,206	625	20,831
Track repairing.....	9	1,145	1,026	22	1,048	6,075	88	6,163
Total.....	50	29,427	23,054	834	23,888	550,509	4,691	555,200
XIV. TRADE.....	2	147	145	.....	145	535	.....	535
XV. HOTELS, RESTAURANTS, ETC..	3	2,400	2,400	.....	2,400	27,800	.....	27,800
XVI. PROFESSIONS.....	1	266	266	.....	266	7,182	.....	7,182
XVII. PUBLIC EMPLOYMENT.....	4	*1,389	1,688	.....	1,688	5,196	.....	5,196
GRAND TOTAL.....	282	171,120	77,931	13,286	91,217	1,482,923	241,337	1,724,260

* Not reported for one dispute in which 914 employees were on strike.

† Not reported for one dispute in which 8 employees were on strike..

TABLE IV—CAUSES OF DISPUTES, COMBINED WITH RESULTS.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			Disputes.	TOTAL NUMBER OF—		Days' work lost by those directly concerned.
	Employers.	Workmen.	Neither side.		EMPLOYEES CONCERNED.		
					Directly.	Indirectly.	
I. INCREASE OF WAGES.							
Fisheries.....	(1)	40		1	40	20	440
I. STONE AND CLAY PRODUCTS.							
Brick and cement.....	(1)	99		1	99	62	1,070
II. METALS, MACHINES AND CONVEYANCES.							
Enameled ware.....	(1)	510		1	510		2,561
Brass and sheet metal working.....			(1)	1	25		1
Foundries.....		(3)	130	(1)	149	142	501
Boiler shops.....			(2)	2	69		1,498
Shipbuilding.....	(1)	369	(2)	3	448		22,728
Locomotive works.....	(1)	29		1	29		2
Railway repair shops.....	(1)	13	(3)	4	135	25	95
Instruments and appliances.....		(1)	60	1	60		12
Other iron works.....	(1)	12	(1)	2	50		1,358
Total.....	(5)	933	(7)	19	1,475	167	30,388
III. WOOD MANUFACTURES.							
Box factories.....			(1)	1	14		39
Brooms and mats.....			(1)	1	121	399	2,399
Wood turning and fixtures.....			(1)	1	88		31
Wood working.....			(1)	1	50	10	1,115
Total.....			(4)	4	273	409	4,104
IV. LEATHER AND RUBBER GOODS.							
Leather and leather goods.....	(1)	28	(2)	3	145		2.5
Articles of pearl, bone and hair.....	(1)	9		1	9		
Total.....	(2)	37	(2)	4	154		2.5
VI. PAPER AND PULP.							
Paper.....	(2)	42	(1)	5	86	5	6
Fiber and paper goods.....	(1)	38		1	38	151	2.4
Total.....	(3)	80	(1)	6	124	156	3.1
VII. PRINTING AND PAPER GOODS.							
Printing.....		(1)	175	1	175		7
VIII. TEXTILES.							
Silk.....	(2)	110	(2)	4	193		1.6
Woolen mills.....	(1)	40	(1)	2	50		1.1
Carpets and rugs.....	(1)	228	(1)	2	315	892	26.6
Knitting mills.....		(2)	26	(3)	229	3,223	3.3
Shoddy mill.....			(1)	1	236		5.6
Lace mills.....		(2)	25	2	25		
Total.....	(4)	378	(5)	16	1,048	4,115	37.5

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—			
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.
					Directly.	Indirectly.	
I. INCREASE OF WAGES—Concluded.							
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.							
Men's clothing.....	(1) 72	(1) 3,000	(3) 4,411	5	7,453	3,000	63,738
Women's clothing.....			(1) 18	1	18		378
Laundering and dyeing.....		(1) 55		1	55		440
Total.....	(1) 72	(2) 3,055	(4) 4,429	7	7,558	3,000	64,556
X. FOOD, LIQUORS AND TOBACCO.							
Sugar refining.....	(1) 40		(1) 1,000	2	1,040	70	6,240
Groceries and provisions.....			(1) 12	1	12		60
Bakeries and confectioneries.....	(1) 23			1	23		69
Cigars.....	(2) 353			2	353	124	19,855
Total.....	(4) 416		(2) 1,012	6	1,428	194	26,224
XI. WATER, LIGHT AND POWER DISTRIBUTION.....							
			(1) 90	1	90		3,960
XII. BUILDING INDUSTRY.							
Building (general).....	(4) 642	(1) 30		5	672		6,529
Canal and reservoir construction.....	(4) 205		(1) 30	5	235	12	487
Carpentry.....			(1) 200	1	200		3,500
Excavating.....	(2) 329	(1) 165		3	494		11,523
Masonry.....	(1) 300			1	300		1,380
Painting.....		(2) 6,050	(1) 103	3	6,153		147,300
Plumbing and steam fitting.....	(2) 73		(2) 232	4	305		4,054
Road and track construction.....	(3) 330		(3) 428	6	758		2,883
Sheet metal working.....		(1) 35		1	35		860
Wrecking.....	(2) 100			2	100		140
Total.....	(18) 1,979	(5) 6,280	(8) 993	31	9,252	12	178,656
XIII. TRANSPORTATION AND COMMUNICATION.							
Freight handling.....	(2) 135		(4) 864	6	999	700	4,889
Ice, coal and ore handling and delivering.....	(5) 121	(2) 103	(1) 240	8	464	8	3,123
Lumber handling.....	(2) 215			2	215		5,060
Marine transportation.....	(2) 254		(1) 15,000	3	15,254		400,317
Messenger and telegraph service.....	(1) 31			1	31	27	62
Teaming, cab-driving, etc.....	(1) 300	(1) 40	(5) 1,050	7	1,390		8,846
Track repairing.....	(5) 380	(2) 85	(1) 270	8	735		4,911
Total.....	(18) 1,436	(5) 228	(12) 17,424	35	19,088	735	427,208
XIV. TRADE.....							
	(1) 15			1	15		15
XV. HOTELS, RESTAURANTS, ETC.....							
			(1) 200	1	200		1,800
XVII. PUBLIC EMPLOYMENT.....							
		(1) 18		1	18		9
GRAND TOTAL.....	(56) 5,346	(29) 10,273	(50) 25,416	135	41,035	8,870	782,390

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUM- BER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employ- ers.	Work- men.	Neither side.		Di- rectly.	Indi- rectly.

II. REDUCTION OF WAGES.

I. STONE AND CLAY PRODUCTS.							
Brick and cement.....	(1)	100	.....	1	100	.....	100
II. METALS, MACHINES AND CONVEY- ANCES.							
Iron mining.....	(1)	50	.....	1	50	74	150
Other iron works.....	(1)	16	.....	1	16	.....	96
Total.....	(2)	66	.....	2	66	74	246
III. WOOD MANUFACTURES.							
Box factories.....	(1)	18	.....	1	18	.....	.....
Piano factory.....	(1)	48	.....	1	48	.....	912
Total.....	(2)	66	.....	2	66	.....	912
IV. LEATHER AND RUBBER GOODS.							
Articles of pearl bone and hair.....	(1)	26	.....	1	26	.....	208
VII. PRINTING AND PAPER GOODS.							
Paper boxes.....	(1)	105	.....	1	105	.....	1,155
XII. BUILDING INDUSTRY.							
Canal and reservoir construction.....	(1)	60	(1) 25	2	85	225	845
XIII. TRANSPORTATION AND COMMUNI- CATION.							
Marine transportation.....	(1)	10	.....	1	10	.....	10
GRAND TOTAL.....	(6)	202	(4) 256	10	458	299	3,476

III. REDUCTION OF HOURS.

II. METALS, MACHINES AND CONVEY- ANCES.							
Jewelry and silverware.....	(2)	269	.....	2	269	.....	16,620
Wire works.....	(1)	19	.....	1	19	.....	9
Total.....	(3)	288	.....	3	288	.....	16,629
III. WOOD MANUFACTURES.							
Wood turning and fixtures.....	(1)	300	.....	1	300	.....	5,180
Wood working.....	(1)	150	(1) 34	2	184	3	150
Total.....	(1)	300	(1) 150 (1) 34	3	484	3	5,330
VI. PAPER AND PULP.							
Paper.....	(2)	408	.....	2	408	300	22,160
VII. PRINTING AND PAPER GOODS.							
Printing.....	(1)	17	.....	1	17	.....	17
VIII. TEXTILES.							
Plush and embroideries.....	(1)	229	.....	1	229	65	2,519

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employers.	Workmen.	Neither side.		Directly.	Indirectly.
						Days' work lost by those directly concerned.

III. REDUCTION OF HOURS—Concluded.

IX. CLOTHING, MILLINERY, LAUNDRY, ETC.						
Men's clothing.....			(1) 6,000	1	6,000	70,000
X. FOOD, LIQUORS AND TOBACCO.						
Flour and cereals.....	(1) 180		(1) 12	2	192	1,692
XII. BUILDING INDUSTRY.						
Building (general).....		(1) 96		1	96	960
Canal and reservoir construction.....		(1) 200		1	200	1,000
Plumbing and steam fitting.....		(1) 20		1	20	40
Road and track construction.....	(1) 90		(1) 30	2	120	240
Total.....	(1) 90	(3) 316	(1) 30	5	436	2,240
XIII. TRANSPORTATION AND COMMUNICATION.						
Cold storage.....	(1) 34			1	34	17
Railways (electric and steam).....			(1) 17	1	17	17
Total.....	(1) 34		(1) 17	2	51	34
XV. HOTELS, RESTAURANTS, ETC.						
	(1) 2,000	(1) 200		2	2,200	26,000
XVII. PUBLIC EMPLOYMENT.						
	(1) 914	(1) 481		2	1,395	4,687
GRAND TOTAL.	(13) 4,460	(6) 1,147	(5) 6,093	24	11,700	151,308

IV. LONGER HOURS.

VII. PRINTING AND PAPER GOODS.						
Printing.....		(1) 10		1	10	70

V. TRADE UNIONISM.

I. STONE AND CLAY PRODUCTS.						
Stone and glass.....	(2) 97			2	97	1,222
II. METALS, MACHINES AND CONVEYANCES.						
Jewelry and silverware.....	(2) 273			2	273	30,964
Brass and sheet metal working.....			(1) 2,098	1	2,098	22,939
Foundries.....	(1) 21			1	21	1,008
Boiler shops.....	(1) 31			1	31	155
Wire works.....	(1) 230			1	230	11,960
Electrical goods.....	(1) 2,600			1	2,600	26,000
Railway repair shops.....	(1) 200			1	200	2,000
Instruments and appliances.....	(1) 100			1	100	1,500
Total.....	(8) 3,455		(1) 2,098	9	5,553	96,526
III. WOOD MANUFACTURES.						
Box factories.....	(1) 22			1	22	132
IV. LEATHER AND RUBBER GOODS.						
Furs.....	(1) 80		(1) 6,000	2	6,080	118,454

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—			
	Employ-ers.	Work-men.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.
					Di-rectly.	Indi-rectly.	
V. TRADE UNIONISM—Concluded.							
VI. PAPER AND PULP.							
Paper.....			(1) 75	1	75	468	300
VII. PRINTING AND PAPER GOODS.							
Bookbinding.....	(1) 26			1	26		182
Paper boxes.....	(1) 60			1	60		2,100
Total.....	(2) 86			2	86		2,282
VIII. TEXTILES.							
Silk.....	(1) 46			1	46	15	184
Carpets and rugs.....	(1) 59			1	59		2,065
Total.....	(2) 105			2	105	15	2,249
IX. CLOTHING, MILLINERY, LAUNDRY, Etc.							
Shirts.....	(1) 95	(1) 1,000		2	1,095		10,425
Women's clothing.....	(2) 265	(2) 279		4	544		13,035
White goods.....	(1) 215			1	215		6,450
Caps.....	(2) 203			2	203		4,816
Laundering and dyeing.....	(1) 41			1	41		533
Total.....	(7) 819	(3) 1,279		10	2,098		35,259
X. FOOD, LIQUORS AND TOBACCO.							
Groceries and provisions.....		(1) 28		1	28		84
Bakeries and confectioneries.....		(1) 16		1	16		128
Cigars.....		(1) 75		1	75		3,525
Mineral water.....		(1) 211		1	211		10,000
Total.....		(4) 330		4	330		14,037
XII. BUILDING INDUSTRY.							
Building (general).....	(2) 84	(7) 419	(1) 72	10	575	36	1,492
Carpentry.....		(1) 11		1	11		
Electrical wiring.....			(1) 19	1	19		247
Plumbing and steam fitting.....	(1) 11			1	11		11
Total.....	(3) 95	(8) 430	(2) 91	13	616	36	1,750
XIII. TRANSPORTATION AND COMMUNICATION.							
Ice, coal and ore handling and delivering.....	(1) 700			1	700		6,300
Messenger and telegraph service.....	(1) 1,260			1	1,260		94,500
Railways (electric and steam).....	(1) 80	(1) 33		2	113	44	3,132
Teaming, cab-driving, etc.....	(1) 235	(1) 100	(1) 300	3	635	25	11,360
Total.....	(4) 2,275	(2) 133	(1) 300	7	2,708	69	115,292
XVI. PROFESSIONS.....							
		(1) 266		1	266		7,152
XVII. PUBLIC EMPLOYMENT.....							
		(1) 275		1	275		500
GRAND TOTAL.....	(30) 7,034	(19) 2,713	(6) 8,564	55	18,311	635	395,185

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.	
					Directly.	Indirectly.
						Days' work lost by those directly concerned.
VI. EMPLOYMENT OF PARTICULAR PERSONS.						
I. STONE AND CLAY PRODUCTS.						
Brick and cement.....	(1)	40		1	40	40
II. METALS, MACHINES AND CONVEYANCES.						
Foundries.....	(1)	18		1	18	63
Other iron works.....	(1)	39	(1)	2	89	519
Total.....	(2)	57	(1)	3	107	582
III. WOOD MANUFACTURES.						
Brooms and mats.....		(1)	50	1	50	300
V. CHEMICALS, OILS, PAINTS, ETC.						
	(1)	70		1	70	630
VII. PRINTING AND PAPER GOODS.						
Printing.....	(1)	14		1	14	42
VIII. TEXTILES.						
Silk.....	(1)	200		1	200	800
Knitting mills.....	(1)	13		1	13	370
Plush and embroideries.....	(1)	60		1	60	360
Total.....	(3)	273		3	273	1,530
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.						
Shirts.....		(1)	80	1	80	160
Neckwear.....	(1)	40		1	40	240
Women's clothing.....	(2)	144		2	144	1,656
White goods.....		(1)	220	1	220	660
Total.....	(3)	184	(2)	5	484	2,716
X. FOOD, LIQUORS AND TOBACCO.						
Cigars.....	(2)	410		2	410	9,330
XI. WATER, LIGHT AND POWER DISTRIBUTION.						
	(1)	19		1	19	9
XII. BUILDING INDUSTRY.						
Building (general).....	(2)	85		2	85	370
Excavating.....	(1)	18		1	18	18
Road and track construction.....	(2)	56	(1)	3	76	256
Total.....	(5)	159	(1)	6	179	644
GRAND TOTAL.	(19)	1,226	(5)'	24	1,646	50
		420				15,823
VII. WORKING ARRANGEMENTS.						
II. METALS, MACHINES AND CONVEYANCES.						
Enameled ware.....	(1)	650		1	650	5,200
Foundries.....	(1)	89		1	89	178
Locomotive works.....			(1)	1	15	195
Railway repair shops.....	(1)	59	(1)	2	343	39,116
Total.....	(3)	798	(2)	5	1,097	50
						44,689

Table IV—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—			
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.
					Directly.	Indirectly.	
VII. WORKING ARRANGEMENTS—Concluded.							
IV. LEATHER AND RUBBER GOODS. Articles of pearl, bone and hair.....			(1) 13	1	13		26
VI. PAPER AND PULP. . Fiber and paper goods.....		(1) 313		1	313		1,252
VIII. TEXTILES. Knitting mills.....	(1) 31		(2) 47	3	78	2,630	733
Lace mills.....	(1) 11			1	11		2,211
Total.....	(2) 42		(2) 47	4	89	2,630	2,944
IX. CLOTHING, MILLINERY, LAUNDRY, ETC. Men's clothing.....	(1) 25			1	25		700
Shirts.....	(1) 24			1	24		96
Women's clothing.....		(1) 1,200		1	1,200		67,200
White goods.....			(1) 181	1	181	3	5,706
Total.....	(2) 49	(1) 1,200	(1) 181	4	1,430	3	73,702
X. FOOD, LIQUORS AND TOBACCO. Bakeries and confectioneries.....			(1) 49	1	49		414
XII. BUILDING INDUSTRY. Concrete construction.....	(1) 12			1	12		400
XIII. TRANSPORTATION AND COMMUNICATION. Freight handling.....			(1) 300	1	300		450
Ice, coal and ore handling and delivering	(1) 83			1	83		166
Messenger and telegraph service.....	(1) 13			1	13	4	65
Track repairing.....	(1) 291			1	291	22	1,164
Total.....	(3) 387		(1) 300	4	687	26	1,845
XIV. TRADE.....			(1) 130	1	130		520
GRAND TOTAL.....	(11) 1,288	(2) 1,513	(9) 1,019	22	3,820	2,709	125,792
VIII. PAYMENT OF WAGES.							
XII. BUILDING INDUSTRY. Road and track construction.....		(1) 50		1	50		50
IX. SYMPATHETIC.							
II. METALS, MACHINES AND CONVEYANCES. Foundries.....	(1) 30			1	30		570
Railway repair shops.....			(1) 36	1	36		360
Total.....	(1) 30		(1) 36	2	66		930
XIII. TRANSPORTATION AND COMMUNICATION. Freight handling.....	(1) 510			1	510		6,120
GRAND TOTAL.....	(2) 540		(1) 36	3	576		7,050

Table IV—Causes of Disputes, Combined with Results—Concluded.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—						
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.			
					Directly.	Indirectly.				
X. MISCELLANEOUS.										
II. METALS, MACHINES AND CONVEYANCES.										
Foundries.....	(1)	20		1	20		20			
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.										
Men's clothing.....			(1)	60	1	60	1,440			
X. FOOD, LIQUORS AND TOBACCO.										
Sugar refining.....	(1)	100		1	100		200			
Bakeries and confectioneries.....	(1)	10		1	10		14			
Total.....	(2)	110		2	110		214			
XII BUILDING INDUSTRY.										
Canal and reservoir construction.....		(2)	92	2	92	18	62			
Masonry.....		(1)	43	1	43	36	43			
Total.....		(3)	135	3	135	54	105			
GRAND TOTAL.....	(3)	130	(3)	135	(1)	60	7	325	54	1,779
GRAND TOTAL—All Causes....	(140)	20,226	(70)	16,517	(72)	41,188	282	77,931	13,286	1,492,923

TABLE V—RESULTS

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
Fisheries.....					1	3
I. STONE AND CLAY PRODUCTS.						
Brick and cement.....	1	1	40	40	2	4
Stone and glass.....	2	9	97	1,222		
Total.....	3	10	137	1,262	2	4
II. METALS, MACHINES AND CONVEY- ANCES.						
Jewelry and silverware.....	4	28	542	47,584		
Enameled ware.....	2	2	1,160	8,067		
Brass and sheet metal working.....						
Foundries.....	5	5	178	1,839	3	5
Boiler shops.....	1	1	31	155		
Iron mining.....	1	1	50	150		
Wire works.....	2	16	249	11,969		
Electrical goods.....	1	1	2,600	26,000		
Shipbuilding.....	1	10	369	21,033	2	2
Locomotive works.....	1	1	29	29		
Railway repair shops.....	3	3	272	2,139		
Instruments and appliances.....	1	1	100	1,500	1	1
Other iron works.....	3	3	67	133	2	2
Total.....	25	72	5,647	120,598	8	10
III. WOOD MANUFACTURES.						
Box factories.....	2	2	40	132		
Brooms and mats.....					1	1
Piano factory.....	1	1	48	912		
Wood turning and fixtures.....	1	14	300	5,180		
Wood working.....					1	1
Total.....	4	17	388	6,224	2	2
IV. LEATHER AND RUBBER GOODS.						
Furs.....	1	25	80	3,520		
Leather and leather goods.....	1	1	28	840		
Articles of pearl, bone and hair.....	1	1	9	36	1	1
Total.....	3	27	117	4,396	1	1
V. CHEMICALS, OILS, PAINTS, ETC.....	1	1	70	630		
VI. PAPER AND PULP.						
Paper.....	4	4	450	22,627	1	1
Fiber and paper goods.....	1	1	38	2,470	1	1
Total.....	5	5	488	25,097	2	2
VII. PRINTING AND PAPER GOODS.						
Bookbinding.....	1	1	26	182		
Paper boxes.....	1	1	60	2,100	1	1
Printing.....	2	2	31	59	2	2
Total.....	4	4	117	2,341	3	3

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.87

OF DISPUTES.

ERS.		COMPROMISED.				GRAND TOTAL.			
Employ-ees di-rectly affected.	Days lost by those directly affected.	Dis-putes.	Estab-lish-ments.	Employ-ees di-rectly affected.	Days lost by those directly affected.	Dis-putes.	Estab-lish-ments.	Employ-ees di-rectly affected.	Days lost by those directly affected.
40	440					1	3	40	440
199	1,170					3	5	239	1,210
						2	9	97	1,222
199	1,170					5	14	336	2,432
						4	28	542	47,584
						2	2	1,160	8,067
		2	18	2,123	22,951	2	18	2,123	22,951
130	440	1	1	19	361	9	11	327	2,640
		2	3	69	1,490	3	4	100	1,645
						1	1	50	150
						2	16	249	11,969
						1	1	2,600	26,000
79	1,687					3	12	448	22,720
		1	1	15	195	2	2	44	224
		5	10	442	40,295	8	13	714	42,434
60	120					2	2	160	1,620
88	1,868					5	5	155	2,001
357	4,115	11	33	2,668	65,292	44	115	8,672	190,005
		1	1	14	392	3	3	54	524
50	300	1	4	121	2,299	2	5	171	2,599
						1	1	48	912
		1	5	88	319	2	19	388	5,499
150	150	2	8	84	1,152	3	9	234	1,302
200	450	5	18	307	4,162	11	37	895	10,836
		1	223	6,000	114,934	2	248	6,080	118,454
		2	15	117	1,711	3	16	145	2,551
26	208	1	1	13	26	3	3	48	270
26	208	4	239	6,130	116,671	8	267	6,273	121,275
						1	1	70	630
10	100	3	3	109	376	8	8	569	23,103
313	1,252					2	2	351	3,722
323	1,352	3	3	109	376	10	10	920	26,825
						1	1	26	182
105	1,155					2	2	165	3,255
185	770					4	4	216	829
290	1,925					7	7	407	4,266

Table V—Results of

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
VIII. TEXTILES.						
Silk.....	4	4	356	2,724	.....	.....
Woolen mills.....	1	1	40	280	1	1
Carpets and rugs.....	2	2	287	20,761	.....	.....
Knitting mills.....	2	2	44	415	2	2
Shoddy mill.....	.....	.....	.....	.....	.....	.....
Lace mills.....	1	1	11	2,211	2	2
Plush and embroideries.....	2	2	289	2,879	.....	.....
Total.....	12	12	1,027	29,270	5	5
IX. CLOTHING, MILLINERY, LAUNDRY. ETC.						
Men's clothing.....	2	12	97	7,906	1	176
Shirts.....	2	2	119	4,021	2	20
Neckwear.....	1	1	40	240	.....	.....
Women's clothing.....	4	4	409	5,116	3	20
White goods.....	1	1	215	6,450	1	1
Caps.....	2	2	203	4,816	.....	.....
Laundering and dyeing.....	1	1	41	533	1	1
Total.....	13	23	1,124	29,082	8	216
X. FOOD, LIQUORS AND TOBACCO.						
Flour and cereals.....	1	1	180	1,620	.....	.....
Sugar refining.....	2	2	140	440	.....	.....
Groceries and provisions.....	.....	.....	.....	.....	1	1
Bakeries and confectioneries.....	2	2	33	83	1	1
Cigars.....	4	33	763	29,185	1	1
Mineral water.....	.....	.....	.....	.....	1	42
Total.....	9	38	1,116	31,328	4	45
XI. WATER, LIGHT AND POWER DIS- TRIBUTION.....						
.....	1	1	19	9	.....	.....
XII. BUILDING INDUSTRY.						
Building (general).....	8	*12	811	6,885	9	15
Canal and reservoir construction.....	5	5	265	967	4	4
Carpentry.....	.....	.....	.....	.....	1	1
Concrete construction.....	1	1	12	400	.....	.....
Electrical wiring.....	.....	.....	.....	.....	.....	.....
Excavating.....	3	4	347	10,551	1	1
Masonry.....	1	18	300	1,380	1	1
Painting.....	.....	.....	.....	.....	2	201
Plumbing and steam fitting.....	3	14	84	601	1	3
Road and track construction.....	6	6	476	513	2	2
Sheet metal working.....	.....	.....	.....	.....	1	1
Wrecking.....	2	2	100	140	.....	.....
Total.....	29	62	2,395	21,437	22	246
XIII. TRANSPORTATION AND COMMUNI- CATION.						
Cold storage.....	1	1	34	17	.....	.....
Freight handling.....	3	3	645	6,425	.....	.....
Ice, coal and ore handling and delivering.....	7	7	904	7,146	2	3
Lumber handling.....	2	15	215	5,060	.....	.....
Marine transportation.....	3	4	264	327	.....	.....

* Not reported for one dispute involving 500 employees.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.89

Disputes—Continued.

		COMPROMISED.				GRAND TOTAL.			
ERS.									
Employ-ees di-rectly affected.	Days lost by those directly affected.	Dis-putes.	Estab-lish-ments.	Employ-ees di-rectly affected.	Days lost by those directly affected.	Dis-putes	Estab-lish-ments.	Employ-ees di-rectly affected.	Days lost by those directly affected.
.....	.....	2	2	83	256	6	6	439	2,980
10	50	.....	.....	.....	.....	2	2	50	330
.....	.....	1	1	87	7,308	3	3	374	28,069
26	118	5	29	250	3,812	9	33	320	4,345
.....	.....	1	8	236	5,900	1	8	236	5,900
25	35	.....	.....	.....	.....	3	3	36	2,246
.....	.....	.....	.....	.....	.....	2	2	289	2,879
61	203	9	40	656	17,276	26	57	1,744	46,749
3,000	10,000	5	484	10,471	117,972	8	672	13,568	135,878
1,080	6,660	.....	.....	.....	.....	4	22	1,199	10,681
.....	.....	.....	.....	.....	.....	1	1	40	240
1,479	76,775	1	1	18	378	8	25	1,906	82,269
220	660	1	2	181	5,706	3	4	616	12,816
.....	.....	.....	.....	.....	.....	2	2	203	4,816
55	440	.....	.....	.....	.....	2	2	96	973
5,834	94,535	7	487	10,670	124,056	28	728	17,628	247,673
.....	.....	1	1	12	72	2	2	192	1,692
.....	.....	1	1	1,000	6,000	3	3	1,140	6,440
28	84	1	1	12	60	2	2	40	144
16	128	1	4	49	414	4	7	98	625
75	3,825	.....	.....	.....	.....	5	34	838	33,010
211	10,000	.....	.....	.....	.....	1	42	211	10,000
330	14,037	4	7	1,073	6,546	17	90	2,519	51,911
.....	.....	1	4	90	3,960	2	5	109	3,969
545	2,466	1	1	72	.....	18	28	1,428	9,351
317	1,187	1	1	30	240	10	10	612	2,394
11	.....	1	65	200	3,500	2	66	211	3,500
.....	.....	.....	.....	.....	.....	1	1	12	400
.....	.....	1	4	19	247	1	4	19	247
165	990	.....	.....	.....	.....	4	5	512	11,541
43	43	.....	.....	.....	.....	2	19	343	1,423
6,050	145,300	1	9	103	2,000	3	210	6,153	147,300
20	40	2	59	232	3,464	6	76	336	4,105
70	250	4	4	458	2,666	12	12	1,004	3,429
35	860	.....	.....	.....	.....	1	18	35	860
.....	.....	.....	.....	.....	.....	2	2	100	140
7,256	151,136	11	143	1,114	12,117	62	451	10,765	184,690
.....	.....	.....	.....	.....	.....	1	1	34	17
.....	.....	5	9	1,164	5,034	8	12	1,809	11,459
103	283	1	47	240	2,160	10	57	1,247	9,589
.....	.....	.....	.....	.....	.....	2	15	215	5,060
.....	.....	1	25	15,000	400,000	4	29	15,264	400,327

Table V—Results of

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
XIII. TRANSPORTATION AND COMMUNI- CATION—Continued.						
Messenger and telegraph service.....	3	4	1,304	94,627	.....	.....
Railways (electric and steam).....	1	1	80	3,000	1	1
Teaming, cab driving, etc.....	2	28	535	8,260	2	†1
Track repairing.....	6	6	671	2,600	2	2
Total.....	28	69	4,652	127,462	7	7
XIV. TRADE.....	1	1	15	15	.....	.....
XV. HOTELS, RESTAURANTS, ETC.....	1	200	2,000	24,000	1	40
XVI. PROFESSIONS.....	.....	.....	.....	.....	1	6
XVII. PUBLIC EMPLOYMENT.....	1	1	914	4,687	3	3
GRAND TOTAL.....	140	543	20,226	427,838	70	595

† Not reported for one dispute involving 40 employees.
‡ Not reported for one dispute involving 200 employees.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.91

Disputes—Concluded.

COMPROMISED.						GRAND TOTAL.			
ERS.									
Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.
33	132	1	1	17	17	3	4	1,304	94,627
140	580	6	112	1,350	11,366	3	3	130	3,149
85	775	1	1	270	2,700	10	141	2,025	20,206
						9	9	1,026	6,075
361	1,770	15	195	18,041	421,277	50	271	23,054	550,509
		1	30	130	520	2	31	145	535
200	2,000	1	‡	200	1,800	3	240	2,400	27,800
266	7,182					1	6	266	7,182
774	509					4	4	1,688	5,196
16,517	281,032	72	1,199	41,188	774,053	282	2,337	77,931	1,482,923

TABLE VI—MODE OF SET

(Figures in parentheses)

INDUSTRIES.	NUMBER OF	
	By direct negotiations of the parties or their representatives.	
Fisheries.....	(1)	60
I. STONE AND CLAY PRODUCTS.		
Brick and cement.....	(2)	261
Stone and glass.....		
Total.....	(2)	261
II. METALS, MACHINES AND CONVEYANCES.		
Jewelry and silverware.....		
Enameled ware.....		
Brass and sheet metal working.....	(2)	2,123
Foundries.....	(5)	287
Boiler shops.....	(2)	50
Iron mining.....		
Wire works.....		
Electrical goods.....		
Shipbuilding.....	(2)	79
Locomotive works.....	(1)	15
Railway repair shops.....	(6)	526
Instruments and appliances.....	(1)	60
Other iron works.....	(2)	88
Total.....	(21)	3,228
III. WOOD MANUFACTURES.		
Box factories.....		
Brooms and mats.....	(2)	570
Piano factory.....		
Wood turning and fixtures.....	(1)	88
Wood working.....	(3)	247
Total.....	(6)	905
IV. LEATHER AND RUBBER GOODS.		
Furs.....		
Leather and leather goods.....	(1)	100
Articles of pearl, bone and hair.....	(2)	39
Total.....	(3)	139
V. CHEMICALS, OILS, PAINTS, ETC.....		
VI. PAPER AND PULP.		
Paper.....	(4)	592
Fiber and paper goods.....	(1)	313
Total.....	(5)	905
VII. PRINTING AND PAPER GOODS.		
Bookbinding.....		
Paper boxes.....		
Printing.....	(2)	185
Total.....	(2)	185

LEMENT OF DISPUTES.

(indicate number of disputes.)

WORKERS DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED—

Return to work on employers' terms.	Displacement of strikers by new employees.	Conciliation by trade board or mediation of third party.	BY ARBITRATION OF—		Total.
			Trade board.	Individuals.	
.....	.....	.....	.....	.....	(1) 60
(2) 97	(1) 40	.....	.....	.....	(3) 301 (2) 97
(2) 97	(1) 40	.....	.....	.....	(5) 398
(1) 215 (1) 650	(2) 230	(1) 113 (1) 510	.....	.....	(4) 558 (2) 1,160 (2) 2,123
.....	(3) 100	(1) 161	.....	.....	(9) 548
.....	(1) 50	.....	.....	.....	(3) 100
(1) 124	.....	.....	.....	.....	(1) 124
(2) 249	.....	.....	.....	.....	(2) 249
(1) 2,600	.....	.....	.....	.....	(1) 2,600
(1) 369	.....	.....	.....	.....	(3) 448
(1) 29	.....	.....	.....	.....	(2) 44
(2) 213	.....	.....	.....	.....	(8) 739
.....	(1) 100	.....	.....	.....	(2) 160
.....	(3) 67	.....	.....	.....	(5) 155
(10) 4,449	(10) 547	(3) 784	.....	.....	(44) 9,008
.....	(2) 40	(1) 14	.....	.....	(3) 54
.....	(1) 48	.....	.....	.....	(2) 570
.....	.....	(1) 300	.....	.....	(1) 48
.....	.....	.....	.....	.....	(2) 388
.....	.....	.....	.....	.....	(3) 247
.....	(3) 88	(2) 314	.....	.....	(11) 1,307
(1) 6,000	(1) 80	.....	.....	.....	(2) 6,080
(1) 28	.....	(1) 17	.....	.....	(3) 145
(1) 9	.....	.....	.....	.....	(3) 48
(3) 6,037	(1) 80	(1) 17	.....	.....	(8) 6,273
(1) 70	.....	.....	.....	.....	(1) 70
(4) 750	.....	.....	.....	.....	(8) 1,342
(1) 189	.....	.....	.....	.....	(2) 502
(5) 939	.....	.....	.....	.....	(10) 1,844
.....	(1) 26	.....	.....	.....	(1) 26
(1) 60	.....	(1) 105	.....	.....	(2) 165
.....	(2) 31	.....	.....	.....	(4) 216
(1) 60	(3) 57	(1) 105	.....	.....	(7) 407

Table VI—Mode of Settlement

(Figures in parentheses)

INDUSTRIES.	NUMBER OF	
	By direct negotiations of the parties or their representatives.	
VIII. TEXTILES.		
Silk.....	(1)	18
Woolen mills.....	(1)	10
Carpets and rugs.....	(2)	591
Knitting mills.....	(6)	2,394
Shoddy mill.....	(1)	236
Lace mills.....	(3)	36
Plush and embroideries.....		
Total.....	(14)	3,285
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.		
Men's clothing.....	(6)	16,471
Shirts.....	(2)	1,080
Neckwear.....	(1)	40
Women's clothing.....	(3)	1,479
White goods.....	(2)	404
Caps.....		
Laundering and dyeing.....	(1)	55
Total.....	(15)	19,529
X. FOOD, LIQUORS AND TOBACCO.		
Flour and cereals.....	(1)	12
Sugar refining.....		
Groceries and provisions.....	(2)	40
Bakeries and confectioneries.....	(2)	65
Cigars.....	(1)	75
Mineral water.....	(1)	211
Total.....	(7)	403
XI. WATER, LIGHT AND POWER DISTRIBUTION.....		
	(1)	90
XII. BUILDING INDUSTRY.		
Building (general).....	(9)	558
Canal and reservoir construction.....	(4)	370
Carpentry.....	(2)	211
Concrete construction.....		
Electrical wiring.....		
Excavating.....	(1)	165
Masonry.....	(1)	79
Painting.....	(3)	6,153
Plumbing and steam fitting.....	(3)	252
Road and track construction.....	(5)	198
Sheet metal working.....	(1)	35
Wrecking.....		
Total.....	(29)	8,021
XIII. TRANSPORTATION AND COMMUNICATION.		
Cold storage.....		
Freight handling.....	(5)	1,864
Ice, coal and ore handling and delivering.....	(3)	343
Lumber handling.....		
Marine transportation.....		
Messenger and telegraph service.....		

* Strikers returned to work by permission of the Arbitration Board of the building trades

of Disputes—Continued.

indicate number of disputes.)

WORKERS DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED—

Return to work on employers' terms.	Displacement of strikers by new employees.	Conciliation by trade board or mediation of third party.	BY ARBITRATION OF—		Total.
			Trade board.	Individuals.	
(2) 230	(2) 141	(1) 65	.....	.....	(6) 454
(1) 40	.....	.....	.....	.....	(2) 50
(1) 675	.....	.....	.....	.....	(3) 1,266
(2) 431	.....	(1) 3,398	.....	.....	(9) 6,223
.....	.....	.....	.....	.....	(1) 236
.....	.....	.....	.....	.....	(3) 36
(2) 354	.....	.....	.....	.....	(2) 354
(8) 1,730	(2) 141	(2) 3,463	.....	.....	(26) 8,619
.....	(1) 25	(1) 72	.....	.....	(8) 16,568
(2) 119	.....	.....	.....	.....	(4) 1,199
.....	(4) 409	(1) 18	.....	.....	(1) 40
.....	(1) 215	.....	.....	.....	(8) 1,906
.....	(2) 203	.....	.....	.....	(3) 619
.....	(1) 41	.....	.....	.....	(2) 203
(2) 119	(9) 893	(2) 90	.....	.....	(2) 96
.....	.....	.....	.....	.....	(28) 20,631
(1) 199	.....	.....	.....	.....	(2) 211
(1) 100	(1) 40	(1) 1,070	.....	.....	(3) 1,210
.....	.....	.....	.....	.....	(2) 40
.....	(2) 33	.....	.....	.....	(4) 98
(3) 587	(1) 300	.....	.....	.....	(5) 962
.....	.....	.....	.....	.....	(1) 211
(5) 886	(4) 373	(1) 1,070	.....	.....	(17) 2,732
.....	(1) 19	.....	.....	.....	(2) 109
.....
(6) 734	(2) 100	.....	(1) *72	.....	(18) 1,464
(3) 155	(3) 372	.....	.....	.....	(10) 897
.....	.....	.....	.....	.....	(2) 211
.....	(1) 12	.....	.....	.....	(1) 12
.....	(1) 19	.....	.....	.....	(1) 19
(1) 300	(3) 347	.....	.....	.....	(4) 512
.....	.....	.....	.....	.....	(2) 379
(3) 84	.....	.....	.....	.....	(3) 6,153
(5) 690	(1) 16	(1) 350	.....	.....	(6) 336
(2) 100	.....	.....	.....	.....	(12) 1,254
.....	.....	.....	.....	.....	(1) 35
(20) 2,063	(11) 866	(1) 350	(1) *72	.....	(2) 100
.....	.....	.....	.....	.....	(62) 11,372
(1) 34	.....	.....	.....	.....	(1) 34
(1) 510	(2) 135	.....	.....	.....	(8) 2,509
(2) 32	(4) 180	(1) 700	.....	.....	(10) 1,255
(1) 200	(1) 15	.....	.....	.....	(2) 215
(1) 219	(2) 45	(1) 15,000	.....	.....	(4) 15,264
(1) 1,260	(2) 75	.....	.....	.....	(3) 1,335

of New York City, which had sanctioned the strike.

Table VI—Mode of Settlement
(Figures in parentheses

INDUSTRIES.	NUMBER OF	
	By direct negotiations of the parties or their representatives.	
<hr/>		
XIII. TRANSPORTATION AND COMMUNICATION.— <i>Continued.</i>		
Railways (electric and steam).....		316
Teaming, cab driving, etc.....	(5)	316
Track repairing.....	(3)	355
Total.....	(16)	2,878
<hr/>		
XIV. TRADE.....	(1)	130
<hr/>		
XV. HOTELS, RESTAURANTS, ETC.....	(1)	200
<hr/>		
XVI. PROFESSIONS.....	(1)	266
<hr/>		
XVII. PUBLIC EMPLOYMENT.....	(3)	774
<hr/>		
GRAND TOTAL.....	(128)	41,259

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.97

of Disputes—Concluded.

indicate number of disputes.)

WORKERS DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED—

Return to work on employers' terms.	Displacement of strikers by new employees.	Conciliation by trade board or mediation of third party.	BY ARBITRATION OF—		Total.
			Trade board.	Individuals.	
(1) 80	(1) 21	(1) 77	.....	.....	(3) 178
(2) 535	(1) 374	(1) 325	.....	(1) 500	(10) 2,050
(5) 380	(1) 313	.....	.....	.....	(9) 1,048
(15) 3,250	(14) 1,158	(4) 16,102	.....	(1) 500	(50) 23,888
.....	(1) 15	.....	.....	.....	(2) 145
(1) 2,000	(1) 200	.....	.....	.....	(3) 2,400
.....	.....	.....	.....	.....	(1) 266
.....	.....	(1) 914	.....	.....	(4) 1,688
(73) 21,700	(61) 4,477	(18) 23,209	(1) 72	(1) 500	(282) 91,217

TABLE VII—INDUSTRIAL DISPUTES, BY CITIES

LOCALITY.	WORKERS AFFECTED.			AGGREGATE DAYS LOST.		
	Number of disputes.	Directly.	Indirectly.	Directly.	Indirectly.	Total.
Albany.....	8	787	318	21,334	9,781	31,115
Alsen.....	1	40		40		40
Amsterdam.....	5	287	864	9,881	42,607	52,488
Auburn.....	5	339		2,301		2,301
Avon.....	2	110	12	170	24	194
Ballston Spa.....	1	28		840		840
Bellmont.....	1	21	29	1,008	29	1,037
Binghamton.....	4	144	23	3,090	23	3,113
Breesport.....	1	18		36		36
Buffalo.....	9	2,082	744	16,510	3,876	20,386
Chatham, Pawling and intermediate points..	1	35		525		525
Cohoes.....	5	319	2,602	6,525	34,515	41,040
Cohoes, Waterford and Troy.....	1	175	3,223	3,000	45,000	48,000
Colliers.....	1	50		300		300
Corning.....	3	44	4	44	4	48
Dexter.....	1	20		20		20
Dunkirk.....	4	159	20	701	220	921
East Salamanca.....	1	36		360		360
Elmira.....	2	23		150		150
Fenimore.....	2	92		144		144
Firthcliffe.....	1	228	447	18,696	36,654	55,350
Fort Edward.....	1	75	468	300	1,872	2,172
Franklin Springs.....	1	50	74	150	222	372
Garbutt.....	1	99	62	1,070	806	1,876
Geneva.....	3	130		2,370		2,370
Glen Park.....	1	25		450		450
Glens Falls.....	2	47		32		32
Goshen.....	1	40		40		40
Green Island.....	2	93	25	908	100	1,008
Greenport.....	1	25		175		175
Greenwich.....	1	90	230	180	460	640
Hornell.....	1	46	15	184	60	244
Hornell, Port Jervis, Buffalo, Newburgh, Elmira and Rochester.....	1	284		38,998		38,998
Ithaca.....	2	91		7,453		7,453
Jamaica.....	1	291	22	1,164	88	1,252
Johnstown.....	1	18		9		9
Kingston.....	1	90		270		270
Lancaster.....	1	89	50	178	100	278
Lincoln Park.....	1	165		990		990
Little Falls.....	1	12		400		400
Lockport.....	5	150	169	2,652	9,833	12,485
Mechanicville.....	3	437	300	22,189	13,650	35,839
Medina.....	1	50		50		50
Melrose.....	1	75		37		37
Middletown.....	1	59		118		118
Montgomery.....	1	10		50		50
New Rochelle.....	1	100		1,500		1,500
New York City.....	112	61,217	3,151	1,156,477	38,273	1,194,750
New York City, Albany, Buffalo, Bingham- ton, Elmira, Jamestown, Lockport, New- burgh, Niagara Falls, North Tonawanda, Poughkeepsie, Rochester, Saratoga, Sche- nectady, Seneca Falls, Syracuse and Utica.....	1	1,260		94,509		94,509

III.99

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TABLE VII—Industrial Disputes, by Cities and Towns,

LOCALITY.	CAUSES OF DISPUTES					
	EMPLOYMENT OF PARTICULAR PERSONS.		WORKING ARRANGEMENTS.		PAYMENT OF WAGES.	
	Disputes.	Workers directly affected.	Disputes.	Workers directly affected.	Disputes.	Workers directly affected.
Albany.....	1	13				
Alsen.....	1	40				
Amsterdam.....						
Auburn.....						
Avon.....						
Ballston Spa.....						
Belmont.....						
Binghamton.....						
Breesport.....			1	83		
Buffalo.....						
Chatham, Pawling and intermediate points.....			2	61		
Cohoes.....						
Cohoes, Waterford and Troy.....	1	50				
Colliers.....	1	16				
Corning.....						
Dexter.....			1	15		
Dunkirk.....						
East Salamanca.....						
Elmira.....						
Fenimore.....						
Firthcliffe.....						
Fort Edward.....						
Franklin Springs.....						
Garbutt.....	1	50				
Geneva.....						
Glen Park.....						
Glens Falls.....	1	40				
Goshen.....						
Green Island.....						
Greenport.....						
Greenwich.....						
Hornell.....						
Hornell, Port Jervis, Buffalo, Newburg, Elmira and Rochester.....			1	284		
Ithaca.....			1	291		
Jamaica.....						
Johnstown.....						
Kingston.....			1	89		
Lancaster.....			1	12		
Lincoln Park.....						
Little Falls.....						
Lockport.....						
Mechanicville.....					1	50
Medina.....						
Melrose.....			1	59		
Middletown.....						
Montgomery.....						
New Rochelle.....	12	1,122	6	2,486		
New York City.....						
New York City Albany, Buffalo, Binghamton, Elmira, Jamestown, Lockport, Newburgh, Niagara Falls, North Tonawanda, Poughkeepsie, Rochester, Saratoga, Schenectady, Seneca Falls, Syracuse and Utica.....						

October 1, 1906, to September 30, 1907—Continued.

—Continued.						RESULTS.					
SYMPATHETIC.		MISCELLANEOUS.		TOTAL.		IN FAVOR OF—				COMPROMISED.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	EMPLOYERS		WORKERS.		Dis- putes.	Workers directly affected.
						Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.		
		1	20	8	787	3	333	2	161	3	298
				1	40	1	40				
				5	287	1	20			4	267
				5	339	2	235	3	104		
				2	110	2	110				
				1	28	1	28				
				1	21	1	21				
				4	144	2	103			2	41
				1	18					1	18
				9	2,082	5	827	1	33	8	1,222
				1	35			1	35		
				5	319	1	31	1	10	8	278
				1	175					1	175
				1	50	1	50				
				3	44	2	27			1	17
				1	20					1	20
				4	159	2	104	1	40	1	15
1	36			1	36					1	36
				2	23	1	12			1	11
				2	92	2	92				
				1	228	1	228				
				1	75					1	75
				1	50	1	50				
				1	99			1	99		
1	30			3	130	1	30	1	50	1	50
				1	25	1	25				
				2	47	2	47				
				1	40	1	40				
				2	93					2	93
				1	25			1	25		
				1	90	1	90				
				1	46	1	46				
				1	284					1	284
				2	91	1	72			1	19
				1	291	1	291				
				1	18			1	18		
				1	90			1	90		
				1	89	1	89				
				1	165			1	165		
				1	12	1	12				
		2	92	5	150	1	38	4	112		
				3	437	2	408			1	29
				1	50			1	50		
				1	75	1	75				
				1	59	1	59				
				1	10			1	10		
				1	100	1	100				
1	510	2	70	112	61,217	58	10,549	30	14,133	24	36,535
				1	1,260	1	1,260				

Table VII—Industrial Disputes, by Cities and Towns,

LOCALITY.	WORKERS AFFECTED.			AGGREGATE DAYS LOST.		
	Number of dis- putes.	Directly.	Indirectly.	Directly.	Indirectly.	Total.
Newburgh.....	5	653	65	10,560	715	11,275
Niagara Falls.....	2	192	19	1,692	38	1,730
North Fair Haven.....	1	9	8	27	24	51
Olean.....	2	77		822		822
Oneida.....	1	16		91		91
Oswego.....	2	49		430		430
Oxford.....	1	95		326		326
Ozone Park.....	1	15		45		45
Patchogue.....	4	225		485		485
Peekskill.....	3	275	255	1,450	1,275	2,725
Penn Yan.....	1	14	5	56	20	76
Piffard.....	1	12		60		60
Plattsburg.....	1	20		40		40
Port Ewen.....	1	100		100		100
Poughkeepsie.....	4	145	36	223	36	259
Ravena.....	1	35		70		70
Rifton.....	1	59		2,065		2,065
Riverhead.....	1	53	4	1,855	140	1,995
Rochester.....	2	550		3,450		3,450
Rome.....	2	26		74		74
Roslyn.....	1	60		120		120
Sandy Hill.....	1	313		1,252		1,252
Saranac Lake.....	1	96		960		960
Saratoga County.....	1	50		250		250
Saratoga Springs.....	1	105		315		315
Schenectady.....	1	2,600		26,000		26,000
Seneca Falls.....	3	78		358		358
Spring Valley.....	1	30		60		60
Syracuse.....	5	201	4	840	20	860
Tarrytown.....	1	53		530		530
Troy.....	8	728	10	6,033	480	6,513
Utica.....	4	74	28	923	392	1,315
Walton.....	1	40		20		20
Warwick.....	1	11				
West Seneca.....	1	39		19		19
Whitehall.....	1	25		300		300
Yonkers.....	4	653		2,453		2,453
Total.....	282	77,931	13,286	1,482,923	241,337	1,724,260

October 1, 1906, to September 30, 1907—Continued.

CAUSES OF DISPUTES.

INCREASE OF WAGES.		REDUCTION OF WAGES.		REDUCTION OF HOURS.		LONGER HOURS.		TRADE UNIONISM.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers. directly affected.	Dis- putes.	Workers. directly affected.	Dis- putes.	Workers. directly affected.	Dis- putes.	Workers. directly affected.
2	303			1	229				
				2	192				
1	9								
		1	60					1	17
1	16								
2	49								
1	95								
1	15								
2	25			1	150				
1	50	1	25	1	200				
1	14								
1	12								
				1	20				
		1	100						
1	50			1	34				
1	35								
								1	59
1	53								
2	550								
2	26								
1	60								
				1	96				
1	50								
1	105								
								1	2,600
2	60								
1	30								
1	35								
1	53								
6	715								
2	29							1	28
1	40								
								1	11
1	25								
3	553								
135	41,035	10	458	24	11,700	1	10	55	18,311

Table VII—Industrial Disputes, by Cities and Towns,

LOCALITY.	CAUSES OF DISPUTES					
	EMPLOYMENT OF PARTICULAR PERSONS.		WORKING ARRANGEMENTS.		MISCELLANEOUS.	
	Disputes.	Workers directly affected.	Disputes.	Workers directly affected.	Disputes.	Workers directly affected.
Newburgh.....	1	110	1	11		
Niagara Falls.....						
North Fair Haven.....						
Olean.....						
Oneida.....						
Oswego.....						
Oxford.....						
Osone Park.....						
Patchogue.....	1	50				
Peekskill.....						
Penn Yan.....						
Piffard.....						
Plattsburg.....						
Port Ewen.....						
Poughkeepsie.....	1	18				
Ravena.....						
Rifton.....						
Riverhead.....						
Rochester.....						
Rome.....						
Roslyn.....						
Sandy Hill.....			1	313		
Saranac Lake.....						
Saratoga County.....						
Saratoga Springs.....						
Schenectady.....						
Seneca Falls.....	1	18				
Spring Valley.....						
Syracuse.....	1	80	3	86		
Tarrytown.....			1	13		
Troy.....						
Utica.....			1	17		
Walton.....						
Warwick.....						
West Seneca.....	1	39				
Whitehall.....						
Yonkers.....						
Total.....	24	1,646	22	3,820	1	50

October 1, 1906, to September 30, 1907 — Concluded.

—Concluded.						RESULTS.					
SYMPATHETIC		MISCELLANEOUS.		TOTAL.		IN FAVOR OF—				COMPROMISED.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	EMPLOYERS		WORKERS.		Dis- putes.	Workers directly affected.
						Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.		
.....	5	653	3	350	.....	.....	2	303
.....	2	192	1	180	.....	.....	1	12
.....	1	9	1	9	.....	.....	.....	.....
.....	2	77	2	77	.....	.....	.....	.....
.....	1	16	1	16	.....	.....	.....	.....
.....	2	49	.....	.....	.....	.....	2	49
.....	1	95	1	95	.....	.....	.....	.....
.....	1	15	1	15	.....	.....	.....	.....
.....	4	225	.....	.....	4	225	.....	.....
.....	3	275	1	50	2	225	.....	.....
.....	1	14	.....	.....	.....	.....	1	14
.....	1	12	.....	.....	.....	.....	1	12
.....	1	20	.....	.....	1	20	.....	.....
.....	1	100	.....	.....	1	100	.....	.....
.....	1	43	4	145	2	52	2	93	.....	.....
.....	1	35	1	35	.....	.....	.....	.....
.....	1	59	1	59	.....	.....	.....	.....
.....	1	53	1	53	.....	.....	.....	.....
.....	2	550	1	200	.....	.....	1	350
.....	2	26	.....	.....	.....	.....	2	26
.....	1	60	.....	.....	.....	.....	1	60
.....	1	313	.....	.....	1	313	.....	.....
.....	1	96	.....	.....	1	96	.....	.....
.....	1	50	.....	.....	1	50	.....	.....
.....	1	105	.....	.....	1	105	.....	.....
.....	1	2,600	1	2,600	.....	.....	.....	.....
.....	3	78	3	78	.....	.....	.....	.....
.....	1	30	1	30	.....	.....	.....	.....
.....	5	201	3	72	1	80	1	49
.....	1	53	1	53	.....	.....	.....	.....
.....	8	728	3	400	1	35	4	293
.....	4	74	2	41	1	16	1	17
.....	1	40	1	40	.....	.....	.....	.....
.....	1	11	.....	.....	1	11	.....	.....
.....	1	39	1	39	.....	.....	.....	.....
.....	1	25	.....	.....	.....	.....	1	25
.....	1	100	4	653	2	140	1	13	1	500
3	576	7	325	282	77,931	140	20,226	70	16,517	72	41,188

TABLE VIII—DURATION OF DISPUTES.

DURATION OF DISPUTES.	Number of disputes.	Employees directly concerned.	Total working days lost by those directly concerned.
1 day or less.....	41	1,816	1,548
2 days.....	85	2,281	3,250
3 days.....	14	935	2,805
4 days.....	17	1,990	7,714
5 days.....	14	1,106	4,455
6 days (1 week).....	18	5,591	24,334
7 days.....	10	1,706	9,722
8 days.....	5	228	1,319
9 days.....	6	1,592	12,706
10 days.....	9	3,611	33,877
11 days.....	4	446	4,906
12 days (2 weeks).....	12	6,324	72,914
13 days.....	5	224	2,370
14 days.....	3	237	3,318
15 days.....	4	1,765	15,275
16 days.....	2	330	4,086
17 days.....	1	200	2,000
18 days (3 weeks).....	3	2,323	25,189
19 days.....	4	118	1,843
20 days.....	4	183	1,690
21 days.....	2	98	2,058
22 days.....	4	520	8,116
23 days.....	2	400	6,330
24 days (4 weeks).....	2	560	7,440
25 days.....	5	936	22,674
26 days.....	2	231	7,006
27 days.....	2	300	7,182
28 days.....	4	6,093	72,604
30 days (5 weeks).....	4	649	19,470
33 days.....	1	17	561
35 days.....	3	172	6,020
36 days (6 weeks).....	3	15,213	405,568
38 days.....	2	6,200	122,534
41 days.....	1	125	1,500
44 days.....	4	217	8,740
48 days (8 weeks).....	2	1,050	7,652
51 days.....	1	75	3,825
52 days.....	1	230	11,960
54 days (9 weeks).....	1	72	.....
56 days.....	1	1,200	67,200
57 days.....	1	369	21,033
58 days.....	1	13	370
59 days.....	1	95	3,925
60 days (10 weeks).....	3	678	39,840
65 days.....	2	238	4,470
75 days.....	2	1,340	97,500
77 days.....	1	129	9,933
78 days (13 weeks).....	1	6,000	145,200
82 days.....	1	228	18,696
84 days (14 weeks).....	1	87	7,308
86 days.....	1	200	3,500
92 days.....	1	97	8,084
96 days (16 weeks).....	2	236	16,008
103 days.....	1	103	2,000
110 days.....	1	211	10,000
142 days.....	1	176	22,860
147 days.....	1	72	7,206
201 days.....	1	11	2,211
237 days.....	1	284	38,998
Total.....	282	77,931	1,482,923

III.

NOTES ON INDIVIDUAL DISPUTES.

The following pages contain notes or brief narratives concerning thirty-three disputes of the year in which there was personal intervention by a representative of the Bureau of Mediation and Arbitration and which may serve to illustrate the work of intervention in somewhat greater detail than is afforded by the summary statement of all interventions appended to Part I of this report. In addition will be found certain documents in connection with the New York City compositors' dispute over the eight-hour day which began in 1906, these being supplementary to the extended account of that controversy in the last annual report (p. 106), and some account of this year's general strike of painters in New York City which was one of the most important disputes of the year.

ALBANY COAL TEAMSTERS AND HANDLERS.

On May 13th about 240 teamsters and coal handlers employed by the retail coal dealers of Albany went on strike for an increase in wages from \$12.00 to \$15.00 per week. This Bureau tried to prevent the strike before the actual stoppage of work by urging the continuation of negotiations; but while each party expressed a willingness to meet the other on the other's request, neither was willing to make advances; and the employers' committee expressed confidence that the men were satisfied and would not actually strike. After the strike had taken place, further efforts toward adjustment were made without success. After eight days' suspension of delivery, the strike was settled through a compromise, the new rate to be \$13.00 per week, other conditions of the working agreement already in force to continue.

ALBANY AND HUDSON RAILWAY EMPLOYEES.

As a result of the failure to agree to the demands for increases in wages of motormen and conductors employed on the Albany & Hudson railway, a request for intervention by the Bureau was made by a committee representing the employees on June 4th. A representative of the Bureau conferred with both parties to the dispute several times, and, when it appeared that no settlement satisfactory to both sides could be reached, recommended the submission of the question in dispute to arbitration. The representatives of the

III.108 NEW YORK STATE DEPARTMENT OF LABOR.

employees acquiesced in the recommendation; but before a final reply was had from the management, another conference was held directly between the parties, which resulted in the acceptance of a compromise wage rate of 28½ cents per hour, instead of 28 cents which was the existing rate since January 1, 1907, although the last schedule or working agreement provided for but 27 cents per hour, the increase to 28 cents at the beginning of the year being a voluntary advance over the then existing rate. The settlement also provided for a working agreement, covering conditions and rules of employment, mutually satisfactory.

BUFFALO SWITCHMEN.

On April 13th a committee representing one of the locals of the Switchmen's Union of Buffalo demanded the re-instatement of a yard conductor who had been dismissed from the service of the New York, Chicago and St. Louis Ry. Co., with the alternative that all of the men employed in the yard service — that is, yard conductors and switchmen — would quit work at midnight of that day to enforce the demand. A request for intervention by the Bureau was received from the grand office of the Switchmen's Union on that same day. Through the Bureau's intervention a conference was arranged between the superintendent of transportation and the division superintendent of the employing corporation, the grand master and secretary of the national organization of switchmen, and Mr. Lundrigan representing this Bureau, at which an agreement was reached that the man in dispute be reinstated forthwith, pending a full investigation of the causes leading up to his dismissal to be held on the 15th. This had the effect of temporarily postponing the threatened strike. On the 15th the investigation was held, the result of which was the permanent re-instatement of the discharged employee and provisions for the future adjustment of the other matters in dispute.

BUFFALO CREEK RAILROAD SWITCHMEN.

On January 12th the switchmen (sometimes designated as yard conductors and brakemen) employed on the Buffalo Creek Railroad at Buffalo went on strike — the result of a disagreement between the management and the Switchmen's Union of North America on the question of the right of the union, of which all but three or four of the employees of this corporation in this class of service were members, to negotiate a proposed working schedule or agreement, commonly termed "mutual bargain," which some time previously had been presented to the manage-

ment through the regular adjustment committee of employees, no such arrangement having previously existed for this class of service on this property. The management contended that notwithstanding the fact that upwards of 90 per cent of its employees in this class of service were members of the switchmen's organization, the balance should participate in the making of the schedule; and on the date set for its discussion, one or two such other employees were present. The Switchmen's Union committee objected to such participation, and withdrew from the conference, in which course they were sustained by their organization. Several attempts were made later to reconcile the management to the contention of the Switchmen's Union, without success, with the result that the strike was instituted.

Mr. Lundrigan was in Buffalo at the time the strike occurred, and immediately undertook the work of attempting to effect a settlement. None of the foregoing conditions or facts were known to the Bureau until the strike had actually taken place. If they had, it is reasonably possible that the strike could have been prevented. Inquiry and investigation disclosed the fact that there was considerable misunderstanding as to precedent and practices on other railroads in the making of schedules or working agreements, and as to whether or not such agreements or schedules were of themselves desirable. The employees' organization, acting under the personal advice and direction of National Grand Master Hawley, occupied a most tenable position in view both of precedent and practice in making such agreements, and of the fact that there had been nothing to indicate that working conditions mutually satisfactory to both parties could not be agreed on.

During the two days immediately following the inauguration of the strike, several conferences were held separately with the representatives of each of the interests involved, and on the morning of the fifteenth a joint conference of Manager Knibloe of the railroad, Grand Master Hawley of the Switchmen's Union of North America, and Mr. Lundrigan of this Bureau, was held. This joint conference resulted in an understanding whereby the management conceded the exclusive jurisdiction of the Switchmen's Union committee in the making of the schedule, and under which the work of making such schedule was to be taken up at once by the management and the committee, which was accordingly done, with the result that during the same afternoon a mutually satisfactory schedule was completed, and the strike was terminated.

This occasion is taken to point out the wisdom, not to say the

necessity, of utilizing all means or agencies to prevent interruption of the operation of public utilities or public service corporations, before such interruption takes place, and to assert that it is fear of misinterpretation more often than any other cause which discourages such a course — fear, for instance, that an appeal for intervention will be construed as evidence of an intention to yield, whereas it really means only the utilizing of more complete sources of information and experience. When it is taken into consideration that the territory affected by this strike is perhaps more vital to the general movement of freight than any single railroad property outside of the New York City district, and that there were numerous complications which might easily have resulted in the extension of the strike to such proportions as to paralyze railroad traffic in the locality, for a time at least, and that it is the Bureau's conviction that this strike could have been prevented had the management enjoyed the same knowledge of practice and precedent in similar circumstances as they acquired after the actual stoppage of operations, or had either or both parties availed themselves of the services of this Bureau, the reasons for constantly urging all parties to industrial disputes to avail themselves of the services of agencies of information, conciliation or arbitration, public or private, will perhaps be better understood and appreciated.

COHOES TEXTILE WORKERS (CARDERS).

Sometime previous to April 1st the carders' union, through their committee, presented the managements of the several textile mills situated at Cohoes, Troy, Waterford and vicinity — some sixteen in all — with a demand for an increase in wages of 25 cents per day, effective April 1st. This proposition was met by a counter proposition from the manufacturers' association — of which practically all employers affected were members — of an increase of 12½ cents per day instead of 25 cents. This was rejected by the workpeople and it was followed by another proposition from the employers that the question in dispute be submitted to arbitration. This was likewise rejected by the employees, and on April 1st a strike was inaugurated in one plant, the idea of the workpeople evidently being to adjust the matter in detail. Apparently the manufacturers took this view, or the mill affected insisted on the co-operation of the association, for on April 8th the other mills practically locked out their cardroom employees, leaving the other departments in operation until they were forced to suspend for lack of carded material. This Bureau intervened in an effort to

effect conciliation or arbitration, and on the 20th had brought about a proposition from the workmen that the employers grant the 12½ cents per day increase and submit the question of further increase to arbitration. This was rejected by the employers. Thus each side successively refused arbitration.

The effect of the strike at the beginning of its fourth week was, that instead of the original three hundred carders who had struck and been locked out, there had been rendered idle between three thousand and four thousand mill operatives who were dependent upon the carding operation. At this stage the Bureau insisted that the practice of transmitting propositions back and forth without discussion or explanation should cease, and instead that there be a joint meeting of all the mill managements with the committee and officers of the workpeople and the representative of this Bureau. Such meeting was held on the 24th, and resulted in a compromise proposition from the manufacturers' association which provided for an increase of 15 cents per day to the men on strike. This was accepted by the employees on the 25th and terminated the dispute.

GENEVA BOILER MAKERS.

On April 10th the Bureau received a written request for intervention in a strike of boiler makers employed by the New York Central Iron Works at Geneva from the business agent of the Geneva Central Labor Union. Investigation disclosed the condition at that time to be that a strike of boiler makers in the plant of the New York Central Iron Works for an increase in wages had existed for several weeks, there being about twenty strikers directly involved. The employing corporation claimed it had succeeded in filling the places of the strikers, and, considering the strike as having terminated, refused to re-open negotiations with the organization involved; the statement was also made that a strike of the employees of the molding department, which occurred at about the same time and for the same reason, had been terminated by the abandonment of the molding department.

While the original dispute was caused by a demand for an increase in wages, it had resolved itself into a contention, by the employers, for the "open shop," and for a return to the ten-hour day in the boiler-making department, instead of the nine-hour day which had for some time obtained.

LOCKPORT FIBER WORKERS.

On April 24th, thirty-two pressmen employed by the Indurated Fiber Company of Lockport went on strike for an increase in

of the local union had been discharged by Bonner & Barnewall, which they considered a violation of the said agreement. That matter was taken up, with the result that the discharged employee

NEW YORK CITY BOBBERS.

On October 13, 1906, there was a strike of sixty bobbbers and polishers in the employ of the Whiting Manufacturing Company of New York City to compel the discharge of a non-unionist who had formerly been a union member. As soon as the man objected to learned that the strike was due to opposition to him, he voluntarily left the employ of the company, the latter, however, urging him to remain and securing from him a signed statement that he was leaving of his own accord. But his leaving did not end the strike owing, apparently, to the fact that the signed statement as to his leaving which the company had insisted upon his making and the nature of which had been made known to the strikers, was interpreted by the latter as an act of hostility on the part of the company. Accordingly the strike was continued and, after waiting two weeks for the strikers to return to work, the firm began securing new hands, many of them from other cities, for whom the company fitted up quarters in a house not far from the factory. The advent of these new employees led to an extension of the strike on November 10th, when thirty-seven employees of other departments joined the bobbbers and polishers, and the issue in the controversy became the discharge of the new hands, or alleged "strike breakers."

On December 12th the company posted a notice to the effect that the strikers would be given one last opportunity to return to work on Monday, January 7th, and that those who did not then return would be dropped from the payroll. At this stage of the dispute a representative of the Bureau of Mediation and Arbitration visited the office of the company and arranged for a conference between two members of the firm and two representatives of the Metal Polishers, Buffers, Platers, Brass Molders, Brass and Silver Workers' Union of North America, the strikers being members of two local unions of that organization. The conference was held at the office of the company on January 28th, and was attended by two representatives of the Bureau. At this conference the employers insisted throughout that the first step toward a settlement must be an unconditional calling-off of the strike and that until that should be done the firm would make no promise as to discharge of new hands or re-instatement of former employees beyond an assurance

that after the strike should be declared off the matter would be taken up and all hands would receive absolutely fair treatment on the simple basis of competency as workmen. As the result of the conference a meeting of the two local unions Nos. 282 and 332 was held on January 31st, a representative of the Bureau attending and taking part in this meeting as also in a preceding meeting of the executive boards of the unions. After hearing and discussion of the report of the conference of the 28th it was voted at the union meeting "That the matter of conducting the affairs of the locals in connection with the strike under consideration be referred, and is hereby referred to the Joint Executive Boards representing our locals." Immediately after the meeting the executive boards convened, requesting the Bureau's representative to remain, which he did, and resolved, "That the strike against the Whiting Manufacturing Company be declared off, as per request of Messrs. Hamilton and Osborne [representatives of the firm at the joint conference], and that all further negotiations as to the re-instatement of the men be placed in the hands of Messrs. Leary and Ford [the employees' representatives at the conference] and the State Board of Mediation and Arbitration."

The above action, which brought the strike to an end on February 1st, was on that day reported to Mr. Hamilton, of the firm, by the employees' representatives in company with a representative of the Bureau, and at a joint conference on February 5th, at which again representatives of the Bureau were present, the question of re-employment of the strikers was taken up. While the minutes of this conference were not made public it is understood that the company agreed to re-employ the men as fast as vacancies should occur and that this agreement has since been kept to the satisfaction of the union.

Under date of February 13th the Commissioner of Labor received the following acknowledgment of the services of the Bureau of Mediation and Arbitration from the union business agent who had conducted the strike:

METAL POLISHERS, BUFFERS, PLATERS, BRASS AND SILVER WORKERS' UNION
OF NORTH AMERICA, LOCAL NO. 282.

NEW YORK CITY, *February 13, 1907.*

MR. P. T. SHERMAN:

Dear Sir.—The above-named organization hereby acknowledges the valuable assistance rendered them by the Board of Arbitration and Mediation in the settlement reached in the Whiting Manufacturing Co. strike of sixteen weeks'

III.116 NEW YORK STATE DEPARTMENT OF LABOR.

duration. Your representatives were Messrs. Bealin and Reagan. Thanking you for the interest taken in our case and wishing you success in all like ventures, I beg to remain

(Signed.)

A. HELLTHALER,
Vice-President District No. 1.

NEW YORK CHANDELIER AND METAL WORKERS.

A strike occurred in the shop of E. F. Caldwell & Co., 38-40 West 15th St., New York City, on November 20th, the demands of the strikers being as follows:

"The men in Caldwell's shop object to the deduction of an extra hour's pay in addition to the time late on Saturdays;

"That the supper time in working overtime shall be included in the overtime;

"That Mr. Bonkowsky, a former employee in the inside fitting department, refusing to work overtime under the prevailing conditions in that shop, the organization requests his reinstatement;

"That members of this organization refuse to associate morally or industrially with Messrs. Scott and Lawson now employed in the fitting department of E. F. Caldwell & Co. (Signed.) CHARLES BERTRAM."

To this the following formal reply was made by Edward F. Caldwell & Co.:

"Replying to the foregoing demands signed by Charles Bertram, and purporting to be made by him on behalf of our workmen now on strike, we wish to state that the first demand regarding the penalty for being late on Saturdays, and the second demand that supper time be included in overtime were both made by the committee from our shop and acceded to by us before the strike began; that we decline to accede to the third demand, to reinstate Mr. Bonkowsky who was not discharged for the reason alleged; that we decline to accede to the fourth demand to discharge Messrs. Scott and Lawson. We will not relinquish our legal right to hire, discharge and reinstate our workmen when we see fit, and in this position we have the support of our fellow manufacturers.

"We expect our workmen, who are now on strike, to return to work before 5 P. M. on Tuesday, November 27th.

(Signed.)

EDWD. F. CALDWELL & Co."

When the dispute began in the workshop of E. F. Caldwell & Co., a committee of his shop hands had waited on him with demands similar to the above, but these demands were afterwards presented in the form above quoted in the name and behalf of the Brotherhood of Chandelier, Brass and Metal Workers of North America, of which Mr. Charles Bertram was president. Mr. Caldwell objected to having the contention in his shop presented from a union standpoint and asked that the matter be left for settlement between himself and his employees, but he was told by Mr. Bertram that the matter no longer remained in the hands of his former

employees, but was then under the control of the Executive Board of the Brotherhood of Chandelier, Brass and Metal Workers. The question was then taken up by the Lighting Fixtures Manufacturers' Association, which asked Mr. Bertram whether, in the event of trouble in any of the shops, the employees and the employers could settle their disputes, to which the reply was, in effect, that all disputes hereafter would be settled by the Brotherhood of Chandelier, Brass and Metal Workers.

When the men employed by E. F. Caldwell & Co. did not report for work on November 27th, the Manufacturers' Association declared a lockout in the following shops controlled by the Association: Edward F. Caldwell & Co., Enos & Co., Mitchell Vance Co., Black & Boyd Mfg. Co., Cassidy & Son Mfg. Co., Dale Co., Rosser & Sommer, W. C. Vosburgh Mfg. Co., Sterling Bronze Co., Plant & Co., J. B. McCoy & Sons. This lockout commenced on the 28th of November. When the strike began in the Caldwell shop, there were 297 people employed there, of whom 98 went out. The members of the Manufacturers' Association employ about 2,400 hands, and about 2,000 of these were locked out. Of the 2,000 who were locked out, about 75 received their wages during their enforced idleness. The purpose of the lockout was to assist Caldwell & Co. to overcome the strike in their establishment and to establish practically open shops in the industry.

On the 11th of December, the following notice was mailed to all the employees of the Manufacturers' Association as the terms upon which they could return to work:

"THIS FACTORY WILL BE RUN AS AN OPEN SHOP."

"Workmen will be employed without regard to their union or non-union affiliations, and no questions will be asked on this point.

"We reserve our legal right to discharge any of our employees.

"Workmen annoying others for the reason that they are union or non-union men will be immediately discharged, and the agitation of union or non-union questions during working hours will not be tolerated.

"Overtime will be paid for at the rate of 50 per cent. more than regular wages, and when workmen are employed later than 6 o'clock P. M., they will be allowed twenty minutes for supper, for which time they will receive pay at the regular overtime rates."

The Bureau of Mediation and Arbitration undertook conciliation in this strike and lockout, and contemplated making a formal investigation, but found that both Caldwell & Co. and the union involved had consented to a conference between this firm and a committee of its former employees, which resulted in the termina-

III.118 NEW YORK STATE DEPARTMENT OF LABOR.

tion of the strike and with it the lockout, on December 12th, on the terms announced in the manufacturers' circular letter of December 11th, which virtually provides for an open shop, though granting the concessions relating to compensation originally demanded by the employees.

The approximate loss in time and wages of the employees in this dispute was 22,939 days, and \$64,993.83, respectively, of which only 1,764 days, and \$4,998.00 were lost by the original 98 strikers.

The attitude of both parties to the controversy would appear to have been (in part, at least) inconsistent. In the first place, it would seem that the establishment of uniform compensation and working conditions should be a matter for general and uniform regulation by localities, while questions of discipline or individual grievance must be confined to the individual employer and employees. Further, it is surely inconsistent that employers should maintain an association for the purpose of dealing, or at least having the power to deal, collectively with all of the workmen in an industry while denying that right to the workmen even to the extent, as in this case, of locking out, in establishments where no dispute existed, an enormously larger number than those engaged in the dispute.

NEW YORK CITY CLOAK AND JACKET MAKERS.

A strike in the cloak factory of A. Beller & Co. was precipitated December 29, 1906, by an order to change the luncheon hour from 12-1 p. m. to 1-2 o'clock. Efforts at conciliation were made by the Bureau, and in the first instance the employers agreed to take all of the striking employees back, at the same time restoring the lunch hour to the original period. Controversy then arose over the proposal that all the employees should return to work collectively, the employers maintaining that they must resume work in the order of sequence of service or operation. The outcome of this was a renewal of the strike, during which considerable bad feeling was manifested. Several of the strikers were arrested for violence, and the matter finally wound up in the courts, the employers securing an injunction restraining certain parties mentioned in the decisions, which virtually meant the union and its officers, from interfering with their employees. The ultimate outcome of the whole trouble was, that while most of the original employees returned to work, they did so unconditionally and as individuals — not as an organized or collective body. The strike terminated February 15, 1907.

A strike for recognition of the union occurred in the cloak and suit establishment of Israel Alper on January 3rd and ended February 1st. Settlement was effected through conciliation by the Bureau on terms satisfactory to all parties to the dispute. See agreement in Part V.

On the 22d of March, 1,200 union operators on children's cloaks and reefers stopped work in eleven establishments to compel the acceptance of a new trade agreement, which included a provision that sewing machines should be furnished thereafter by the employers instead of the employees. The Bureau of Mediation made several ineffectual efforts to settle the dispute, which however continued to May 25th, when the employers agreed to the union's demands including a reduction of hours from 59 to 56½ a week, and an increase of wages (estimated by the union at one dollar a week) as well as the furnishing of machines by the employers. The union reports that its members lost \$126,000 in wages, that \$8,000 were expended in strike benefits, etc., and \$5,000 for incidentals, including legal expenses incurred in the defense of 75 members arrested for interfering with men employed by the manufacturers' association. The manufacturers report a loss of \$40,000. See agreement in Part V.

NEW YORK CITY COMPOSITORS.

The following documents are here published to supplement the account in the annual report for 1906 (pp. 106-130) of the printers' strike for the eight-hour day, proceedings in court to punish for alleged contempt of injunction issued against the union being pending when the 1906 report went to press. The three documents below are (1) the report of the referee appointed by the court to take testimony and report as to violation of the injunction, (2) the referee's opinion accompanying his report, and (3) the sentence of the court fining and imprisoning three officers of the union and fining two members. It may be noted that an appeal from the decision imposing punishment was taken by the union which appeal was pending at the date of this report.

REPORT OF ADAM WIENER, REFEREE.

To the Supreme Court:

Pursuant to an order of this court, duly made and entered in this proceeding and bearing date the 17th day of July, 1906, whereby it was referred to the undersigned to take evidence and report the same to this court, together with my opinion upon each of the questions set forth in said order, and further to report whether, in my opinion, by reason of any of the evi-

III.120 NEW YORK STATE DEPARTMENT OF LABOR.

dence taken or facts found by me, the said Typographical Union No. 6, Patrick H. McCormick, individually and as president of said union, Charles M. Maxwell, individually and as secretary and treasurer of said union, George W. Jackson, individually and as organizer of said union, Vincent J. Costello, individually and as organizer of said union, and William J. Lewis, William J. S. Anderson, Albert B. Pierson, G. Johnson Froland, Raymond Burnett, Nathan Goode, Frank H. Tredway, James Eustace, Thomas Bennett, Mert C. Edwards, Edward Miller and Ernest Bergman, individually and as members of said union, or any of them have been guilty of the contempt charged in this proceedings, I, Adam Wiener, the referee in said order named, do respectfully report:

That I have been attended by Messrs. Beatty & Burlingame, for the Typothetæ of the City of New York, plaintiff and petitioner herein, and by Messrs. St. John & Talley, for the defendant's respondents herein, and that I have proceeded to hear the allegations and receive proofs offered by the respective parties upon the matters so referred to me, having first duly taken and subscribed the oath prescribed by law, which is hereunto annexed. A transcript of the minutes of the proceedings had before me containing reference to such documentary evidence as was produced, and the testimony, duly subscribed by the several witnesses is herewith submitted.

Upon the evidence thus received by me, I do find and report, in accordance with the specifications contained in the said order of reference, as follows:

I. As to specification first of said order of reference, that William J. Lewis, a member of the defendant union, assaulted one Charles Morrow, an employee of a member of the plaintiff corporation on the 22d day of March, 1906, at a time when the said Lewis was on picket duty for the defendant union, but that the said William J. Lewis had no knowledge of the injunction order issued in this action on the 2d day of March, 1906.

II. As to specification second of said order of reference, that Raymond Burnett, a member of the defendant union, assaulted one Edward J. Stader, an employee of a member of the plaintiff corporation, on the 5th day of April, 1906; that the said Burnett was on picket duty for the defendant union at that time, but that he, the said Burnett, had no knowledge of the issuance of the injunction order herein.

III. As to specification third of said order of reference, that William J. Lewis, a member of the defendant union, assaulted one John McSweeney, an employee of a member of the plaintiff corporation on the 23d day of March, 1906, at a time when said Lewis was on picket duty for the defendant union, but I do not find that the said William J. Lewis had knowledge of the injunction order issued in this action.

IV. As to specification fourth of said order of reference, that on the 19th day of March, 1906, one Albert A. Perkins, an employee of a member of the plaintiff corporation, was assaulted by some person or persons who were at the time in the company of Albert B. Pierson and G. Johnson Froland, members of the defendant union, and that such assault was committed in the presence of said Pierson and Froland; that in such assault, the assailant was not actively instigated or induced thereto by said Pierson and Froland, but that the said Pierson and Froland did nothing to prevent such assault; that the said assault took place at a time covered by the period when said Pierson and Froland were on picket duty for the said defendant union and

in charge of pickets at the Publishers' Printing Company and Winthrop Press at No. 32 Lafayette Place, New York City; that at the time when such assault took place the said Pierson and Froland had knowledge of the injunction order issued in this action.

V. As to specification fifth of said order of reference, that on the 19th day of March, 1906, Nathan Goode, a member of the defendant union, committed acts of intimidation toward one Robert Davis, an employee of a member of the plaintiff corporation, by addressing threatening and abusive language to said Davis; that the said Goode was on picket duty for the defendant union at the time said acts were committed, as aforesaid, but I find that the said Goode had no knowledge of the injunction order issued in this action.

VI. As to specification sixth of said order of reference, that on the 24th day of March, 1906, William J. S. Anderson, a member of the defendant union, with knowledge of the injunction order issued in this action, committed acts of intimidation toward George J. Elliott and Charles A. Engelhardt, two employees of a member of the plaintiff corporation, by addressing to said Elliott and Engelhardt threatening and abusive language, and that the said Anderson was on picket duty for the defendant union at the time.

VII. As to specification eighth of said order of reference, that on or about March 26, 1906, Thomas Bennett, a member of the defendant union, with knowledge of the injunction order issued in this action, committed acts of intimidation toward one William Sheaf, an employee of a member of the plaintiff corporation, by persistently following said Sheaf and addressing threatening and abusive language to said Sheaf, and that the said Bennett was on picket duty for the defendant union at that time.

VIII. As to specification ninth of said order of reference, that on or about March 31, 1906, James Eustace, a member of the defendant union, assaulted William Sheaf, an employee of a member of the plaintiff corporation, and committed acts of intimidation toward said Sheaf by addressing to him abusive and threatening language, and that the said Eustace was on picket duty for the defendant union at the time, but that I find that the said Eustace had no knowledge of the injunction order issued in this action.

IX. As to specification eleventh of said order of reference, that one William Graham, an employee of a member of the plaintiff corporation, was assaulted by some person or persons on or about March 6, 1906, but that I do not find that the said assault was committed by persons who were members of the defendant union, or by persons induced or instigated thereto by said defendant union, or some officer or member thereof, or by a picket of said union.

X. As to specification twelfth of said order of reference, that one Charles E. Roberts, an employee of a member of the plaintiff corporation, was on March 6, 1906, assaulted by certain persons, but that I do not find that the persons so committing the assault were at the time members of the defendant union, or that the assault was committed by persons induced or instigated thereto by said defendant union, or by some officer or member thereof, or by persons in the employ of said union or an officer or member of said union, or by pickets of said union.

XI. As to specification fourteenth of said order of reference, that on or about March 10, 1906, and again on or about March 13, 1906, Bruno Schoenfoeldt and Frank Miller, employees of a member of the plaintiff corporation,

III.122 NEW YORK STATE DEPARTMENT OF LABOR.

were abused and intimidated and threatened by persons who were at the time members of the defendant union.

XII. As to specification sixteenth of said order of reference, that on or about April 20, 1906, Martin A. Malia and George Spencer, employees of a member of the plaintiff corporation, were assaulted, threatened and followed by persons who were at the time members of the defendant union.

XIII. As to specification seventeenth of said order of reference, that on or about April 21, 1906, Mert C. Edwards, a member of the defendant union, assaulted one George H. Walters, an employee of a member of the plaintiff corporation; that at the time of such assault said Edwards was accompanied by Albert B. Pierson, also a member of defendant union, and that the said Pierson was in charge of pickets of the defendant union at the place where the said Walters worked; that the said Mert C. Edwards was not at the time on picket duty for the defendant union, and I do not find that the said Mert C. Edwards had knowledge of the said injunction order.

XIV. That as to specifications Nos. 7, 10, 13, 15, 18 and 19 of the order of reference, no proof was offered by the petitioner herein upon the affirmative of the matters specified in said order, but that witnesses were called by said petitioner who gave testimony as to the inability to produce certain persons as witnesses whose testimony was expected to be produced by the petitioner as bearing upon the matters stated in such specifications, but that as to whether the testimony of the persons so named and not produced would have had a bearing upon the matters referred to in such specifications, I make no finding.

XV. As to specification twentieth of the order of reference, that Patrick H. McCormick, George W. Jackson and Vincent J. Costello did aid, abet, encourage, countenance and permit acts of intimidation, threats and acts of force by members of the defendant union, in that they, the said McCormick, Jackson and Costello, and each of them, were charged with the executive management of the said defendant union and had authority over each and every the members thereof who were engaged in the matter of performing picket duty for the said defendant union at or near the places where members of the plaintiff corporation conducted their business and gave employment to operatives, and that they, the said McCormick, Jackson and Costello, did not adopt the means which were readily open to them, in good faith, of giving notice to the said members of the union engaged in said picket duty of the fact that the injunction order herein had been granted, and in issuing orders, in good faith, that the said injunction order should be obeyed by the said pickets and by other members of the said defendant union. That in the instances hereinabove found by me of the commission of acts of violence and intimidation by members of the defendant union, who were on picket duty at the time, and in which instances I have found that no knowledge of the said injunction order was possessed by the person so committing the acts of intimidation or violence, the failure to give notice of the said injunction order to said persons was due to the omission of the said McCormick, Jackson and Costello to obey the said injunction order on their part in using reasonable endeavors to cause such notice to be given, the giving of such notice being a matter which could readily and conveniently have been accomplished by said officers prior to the said acts of intimidation and assault, in view of the regular weekly attendance of each of said mem-

bers of the defendant union engaged in picket duty, at a designated place to receive from said defendant union payment for their services or benefits from said union designated as "strike benefits." *And I do further find*, That the said Patrick H. McCormick, George W. Jackson and Vincent J. Costello did fail to obey the said injunction order, in that they did not, in good faith, endeavor to apprise the members of the said defendant union of the contents of the said injunction order, to the end that acts of violence and intimidation directed against persons employed by members of the plaintiff corporation should not be committed by members of the defendant union, as in said injunction order directed.

All of which is respectfully submitted.

Dated, 23d November, 1907.

ADAM WIENER,
Referee.

OPINION OF REFEREE.

Reference to take proof and report with opinion upon disputed facts contained in affidavits upon an application to punish the respondents for a criminal contempt, under section 8 of the Code of Civil Procedure, in the violation of an injunction order issued in the action between the parties to restrain the commission of acts of violence and intimidation by members of the association, described as Typographical Union No. 6, against employees of the members of the Typothetæ of the City of New York, the plaintiff in said action.

ROBERT C. BEATTY, ESQ.,
Of Counsel for Petitioner.

ALFRED J. TALLEY, ESQ.,
Of Counsel for the Defendant-Respondents.

ADAM WIENER, REFEREE:

This proceeding was instituted to punish the respondents for a criminal contempt under section 8 of the Code of Civil Procedure, for wilful disobedience of an injunction order granted in the action of The Typothetæ of the City of New York against Typographical Union No. 6 and others, whereby the union and its officers, members, agents, servants and associates, as well as the defendant individually named, were enjoined and restrained from inducing or coercing, or attempting to induce or coerce by any species of intimidation, threats, force or fraud, any employee of the plaintiff, or any of its members, to quit the employment of the plaintiff, or any of its members, who were by the order specifically named, and from preventing or attempting to prevent by any species of intimidation, threats, force or fraud any person from entering the employ of the plaintiff, or of its members from any and all acts of intimidation, threats, force or fraud toward any employee of the plaintiff, or any of its members, and from all unlawful interference with the property, property rights or business of the plaintiff, or any of its members. The necessity for the injunction grew out of disturbances which had occurred in the course of a strike declared by the defendant union against the members of the plaintiff corporation, who were employers of labor, and the present proceeding is based upon certain alleged violations of that injunction.

III.124 NEW YORK STATE DEPARTMENT OF LABOR.

While the inquiry relates to acts styled criminal, the proceeding is not a criminal action. It is a civil special proceeding (*People ex rel. Negus v. Dwyer*, 90 N. Y. 402; *Matter of Typographical Union No. 6*, N. Y. Law Journal, June 23, 1906, page 1063), and the question of guilt or innocence—the issue to be determined—must be resolved in accordance with the rules of proof applicable to civil cases. In contempt proceedings, the party proceeded against is entitled to the benefit of any doubt which may exist by reason of the form of the statute, under which punishment is invoked, or in the form of the order which it is claimed he has disobeyed, so far as a doubt is thus cast upon the fact of the prohibition of any act which it is claimed to have been committed (*Van Valkenburgh v. Doolittle*, 4 Abb. N. C., 72; *Sutton v. Davis*, 64 N. Y. 633; *Weeks v. Smith*, 3 Abb. Pr., 211; *Potter v. Low*, 16 How., 549), but upon the question of the degree of proof to be looked for to support the fact of the commission of an act in such a proceeding as this, where the inhibition is clear, the court is to treat the case in its aspect of a civil as distinguished from a criminal proceeding. It is the character of the proceeding itself which controls upon this question, and while the fact to be proven may involve the finding of the commission of a crime, that fact, in a civil case such as this is, is to be determined upon the preponderance of the evidence, giving proper regard to the existence of the presumption of innocence when determining the weight of the evidence, but the fact of guilt need not be found beyond a reasonable doubt (*N. Y. Ferry Co. v. Moore*, 1 Silv. Court App. 52).

The order of reference specifies the alleged violations to which the inquiry before me is directed. Certain of these specifications have not been supported by *prima facie* proof, and have been dismissed upon the hearing. As to the specifications upon which the proof has been given, the question for my determination is one of intent, in the main and where the testimony is in conflict, resort must be had to the probabilities as found in the circumstances which surrounded the alleged acts of intimidation upon the part of the persons who were charged with violation of the injunction order, whether these persons are members of the defendant union or its executive officers.

The occurrences which are the subject of this proceeding covered a period from March 2, 1906, to April 26, 1906, at a time when the members of the defendant union were engaged in a strike against the employers, who, as associated, formed the plaintiff corporation. Needless to say, the defendant members were guilty of no violation of law, nor of disregard of the rights of others in the mere refusal to work for employers associated with the plaintiff if they saw fit. But an attempt to prevent employment of others as a means to better success in the strike was not lawfully open to this union or to its members if efforts of a coercive character—amounting to more than peaceable persuasion—were invoked. The injunction was aimed against intimidation, and a violation of that injunction is to be found in the case of the defendant's officers if they countenanced acts of intimidation and refrained from using the means of preventing those acts which they possessed, so far as good faith would suggest. If animated by an intention to permit violations of the injunction, the defendant's officers could readily accomplish that intention by encouraging acts of intimidation, although making a formal order that intimidation should cease, since the spirit in which such an order was given could be understood from the attitude of the

officers and from the withholding of all disciplinary measures upon disobedience. The mere form of words would be of slight importance if the order given was expected to be disobeyed, and the real intent is the controlling factor. Here, the defendant's officers caused the injunction order to be read at a meeting of members on two or three occasions, but it appears from the proof that these meetings certainly could not be attended by all members, nor was such notice given of the purpose of the meetings as would apprise members of the fact that any matter of special importance was to be considered or brought to their attention. If the injunction order, when read at the meetings, was so treated by those reading it as to suggest an intention that it was to be obeyed, doubtless the persons who attended the meetings were sufficiently apprised of the fact that their future deportment in this strike was to be regulated within the four corners of the order, but if the reading of the injunction took on the appearance of a mere compulsory act, the force of the notice thus given, would, of course, be lessened. An issue as to the manner in which this act of reading was performed could not, in the nature of things, be very seriously litigated upon the present hearing, since the proof would be all in the hands of the respondents, whose associates made up the meeting. It is enough to say that the fact of reading the injunction order at meetings of the members of the union was not of itself the measure of the duty of the officers in the matter of obeying the order of the court, and the question of the real intent of the parties is to be determined with regard to such circumstances as may serve to throw light on the actual working of their minds. In two instances at least it appears that the officers of the union so acted as to afford vital encouragement to such of their members as were disposed to continue in the paths of violence.

Lewis, after many charges of assault, was retained as a picket, and when subsequently convicted and fined for an assault committed three weeks after the injunction was granted, his fine was paid by the union. Anderson, a picket, who had been held for trial for an assault before the injunction was granted, continued in his duties as a picket, notwithstanding his continued violence which was brought to the attention of the defendant's officers, and for which, on April 19th, 1906, he was in form suspended from his duties, but was shortly afterwards reinstated as a picket. In the case of many of the instances of assault or of attempted intimidation by individuals who were members of the defendant assigned to picket duty, I have found in my report that these individuals had no knowledge of the injunction, but the fact that they were permitted to undertake the duties of pickets unadvised of the order of the court is a circumstance which cannot harmonize with an intention upon the part of the officers of the union that the court's directions should be obeyed. All these pickets received weekly compensation from the union at a designated place where they regularly attended, and the officers of the union had full power to discharge them, to subject them to discipline and to withhold pecuniary benefit from them. There was thus ample and convenient opportunity to give individual notice to the pickets of the fact of the injunction, yet none was given, and from the very nature of the services that these members were supposed to perform, in view of many previous acts of violence which had led to the granting of the injunction, it is quite obvious that further acts of intimidation were to be expected if the injunction was not brought clearly to their attention. The officers of this union were

III.126 NEW YORK STATE DEPARTMENT OF LABOR.

charged with the duty of obeying the injunction and of preventing a violation by those under their control so far as this could reasonably be accomplished in simple good faith. Upon the facts in evidence, I must hold that the omission by these officers of reasonable endeavors to cause this injunction to be obeyed was colored by bad faith, and that the mere reading of the injunction at a meeting attended by a relatively small portion of its members, while the single effective means of preventing its violation by those really concerned was not employed, amounted to no fulfillment of their legal duty.

Obedience, in good faith, not appearance of compliance to mask a desire and intent to evade the order, was the measure of the duty cast upon the defendants' officers, and the only measure if the authority of the court is to have practical expression. The evidence given before me discloses a violation of this duty, and I have, accordingly, reported favorably to the petitioner upon the matters involved in the twentieth specification as contained in the order of reference. My finding upon specifications Nos. 1, 2, 3, 4, 5, 6, 8, 9, 14, 16 and 17 is based upon what has impressed me as the more credible evidence of the circumstances of the alleged acts of intimidation, in view of the demeanor of the witnesses and of the probabilities as they appear from the evidence in general.

NEW YORK SUPREME COURT — SPECIAL TERM, PART I.

In the Matter of Typographical Union No. 6, et al.

Application for final order in proceedings to punish respondents for a criminal contempt upon the coming in of the report of a referee appointed to take proof and to report upon disputed facts.

Robert C. Beatty, Esq., for the motion.

Alfred J. Talley, Esq., opposed.

BISCHOFF, J.—The findings of the referee upon the questions specified in the order of reference are well supported by evidence of the full degree of cogency and probative value required for the purpose of the proceeding. The meaning of the injunction order being clear, beyond a reasonable doubt, and its violation being established, the issue was whether that violation was or was not wilful on the part of the persons concerned (Code Civil Procedure, sec. 8, subd. 3). Necessarily this question turned upon the inferences to be drawn from the facts and the ultimate finding in a civil special proceeding, such as this (*People ex rel. Negus v. Dwyer*, 90 N. Y. 402) depends upon the degree of proof required in civil causes (*N. Y. Ferry Co. v. Moore*, 1 *Silv. Ct. App.* 52), the preponderance of evidence.

The questions involved have been fully discussed by the referee in the opinion filed with his report, and I am in accord with the reasoning employed by him.

If the solemn orders of this court are to have any efficacy, punishment sufficient as a deterrent, should be visited upon the respondents whose disobedience has been established in the present case, and I am satisfied that the mere imposition of a fine within the statutory limit of \$250 would afford no adequate penalty in the case of the executive officers of the responder association, but would rather operate as a fixing a small price at which exemption from the embarrassing features of an injunction might be purchased.

As to the other respondents, who are operatives at daily wages, a fine is presumably sufficient punishment.

An order may be presented with the appropriate specifications as required by statute (Code Civil Procedure, sec. 11), adjudging the following named respondents guilty of a wilful disobedience of the injunction order herein and directing punishment as follows:

Patrick H. McCormick, fine of \$250 and imprisonment for twenty days.

George W. Jackson, fine of \$250 and imprisonment for twenty days.

Vincent J. Costello, fine of \$250 and imprisonment for twenty days. .

William J. S. Anderson, fine of \$100.

Thomas Bennett, fine of \$100.

Settle order on two days' notice.

NEW YORK CITY (QUEENS) ENAMELED WARE MAKERS.

A strike took place in the factory of the Lalance & Grosjean Manufacturing Company at Woodhaven, Queens Borough, May 13-23 to obtain an increase of \$1.00 a week in the wages of girls employed in the dipping or japanning room (200 dippers and 75 wipers). The tinsmiths, spoon hands and those in the galvanizing room — 235 in number — went out in sympathy with the strikers, but remained out less than a day. No formal demand for increase had been made previous to the strike.

On the 14th of May the Bureau brought about a conference between the management and a committee of the strikers, together with our representative, when formal demands were made for increase noted above, together with complaint of harsh treatment of female employees by a certain foreman. After several conferences the striking employees (girls) returned to work May 23d at the old rate of wages with the understanding that an adjustment would be made as soon as practicable, and that the matter of harsh treatment would be investigated and, if founded on fact, stopped. The firm offered to place the girls on piece work so that each girl would be paid in proportion to the work she turned out. This was rejected.

The strikers lost about \$2,000 in wages, and as they did not belong to a union there were no strike benefits paid.

A strike at the factory of Lalance & Grosjean in Woodhaven began on July 8th, caused by a requirement on the part of the company that the men make out a new form of time slip on which was to be shown the cost of each process of production until an article was finished. On July 11th representatives of the Bureau of Mediation and Arbitration undertook conciliation but without success. On July 12th, 400 more men joined the 250 on strike in

refusing to make out time slips; but after a week, on July 19th, 500 of the strikers returned to work and on July 22d the others returned, all agreeing to comply with the company's rule in the matter of making out the new form of time slip. The total loss in wages in this dispute is estimated at \$12,000.

NEW YORK CITY FIREMEN AND TRAINMEN.

During the month of November, 1906, the locomotive firemen employed on the Erie railroad, through the general committee of adjustment of the Locomotive Firemen's Brotherhood, presented a new working agreement or schedule to the management, which proposed, in addition to a more or less general increase in wages, that firemen should receive pay for the time they are required to be on duty before their trains are scheduled to leave the initial terminal; i. e., time to be allowed and computed from the time a fireman is required to report for duty, instead of from the leaving time of the train, as was provided in the then existing schedule.

The employees' committee was insistent that the above provision be granted before going into the other provisions of the proposed schedule, while the employing corporation insisted that this particular contention be left open until after working schedules governing other branches of the service had been adjusted by the management and the adjustment committees of the other classes of employees. The firemen's committee seemed to construe the position of the employer as a refusal outright to grant the demand in question, and adjourned for the purpose of taking a referendum vote of the firemen employed on the Erie system as to whether or not they would sustain the committee, which was equivalent to a recommendation by the committee to strike, subject to the approval of the grand officers.

While train service railway organizations very seldom find it necessary to resort to the formality of a strike vote, or engage in an actual strike, this Bureau felt that there was more than a possibility that a strike might result from this dispute; and in order that nothing might be left undone to prevent interruption of the operation of this important public utility, and in order that all undue friction between employer and employee might be obviated, the Bureau forthwith communicated with both parties to the dispute, pointing out the injustice, inconvenience and hardship which must result to the public if a strike occurred, as well as the loss to both employer and employee, and formally tendered the services of this Department and Bureau, strongly urging some form of arbitration for any or all questions that could not be otherwise settled.

Notwithstanding the fact that it seems to be generally understood that the vote of the individual firemen was practically unanimous to sustain the committee, another conference was held which resulted in the enactment of a working agreement generally satisfactory to the interests concerned. The settlement of the contention which caused the interruption of negotiations was in the nature of a compromise providing that for all firemen employed on other than regular scheduled trains, "time will be computed from the time they are required to report for duty; on other engines or trains, practice then in effect will continue." See agreement in Part V.

NEW YORK CITY (RICHMOND) FREIGHT HANDLERS.

On January 8th a committee representing the freight handlers employed by the Staten Island Railroad Company at St. George made a demand on the corporation for an increase in wages from 18½ cents to 20½ cents per hour. The men were working on an average of ten hours per day, the existing rate being \$1.85 per day, and this increase would bring the rate up to \$2.05 per day. The demand was refused, and on January 9th about 100 of their number went on strike. Mediation by the Bureau was unsuccessful, the employing corporation the next day succeeding in filling the places of the men on strike. The men engaged in this dispute were not organized.

NEW YORK CITY ICE HANDLERS.

This strike commenced on June 26th and ended July 5th. For some time prior to the strike there was dissatisfaction among the men, it being claimed that helpers were not always paid their full week's wages of \$12. They state that they were often told that the wagon did not deliver enough ice during the week to warrant the payment of \$12 a week. There were other contentions as to the number of hours to constitute a week's work and shrinkage while ice was undelivered. A committee waited on the manager of the local branch of the company but got no satisfaction. It was practically for recognition of the union in the adjustment of their grievances that they went on strike.

On June 27th the Bureau of Mediation and Arbitration got in touch with the strikers and the American Ice Company. Mr. Stephen Ferretti, business agent of the union, and Mr. B. Brandon, secretary-treasurer of Local No. 743, United Teamsters of America, requested that a conference be arranged. Mr. Oler, president

III.130 NEW YORK STATE DEPARTMENT OF LABOR.

of the company, refused to meet a committee of the union, but agreed to receive a statement from the men as to what they demanded.

A committee representing the men met at the sub-office of the Department at 114 East Twenty-eighth street, New York City, and drafted the following, which was submitted to Mr. Oler:

"The first proposition is that the American Ice Company will consent to meeting a committee representing former employees.

"The demands are \$16 per week for all drivers, including truck drivers; helpers to receive \$2 per day and bargemen \$2.50 per day.

"A day's work to consist of thirteen (13) hours per day for seven (7) months of the year, as follows: May, June, July, August, September, October and November.

"All allowances for shrinkage on ice shall be as follows: Ten per cent for the following five months: May, June, July, August and September, and five per cent for the remaining seven months."

Mr. Oler refused to consider anything until the men went back to work. He offered to take all the men back and to give them their old routes, etc., and then take up the matter of the grievances complained of. Mr. Oler's proposition was presented to the men and they refused to declare the strike off. On July 5th Mr. Oler agreed to see a committee of three, which consisted of William Brown, G. W. Haines and C. Maisenbecker. At this conference the following agreement was entered into verbally: 1st. The men to call off the strike and all would be taken back and placed on their old routes; 2d. The drivers to receive \$16 per week and helpers \$12; no helper to be paid less than \$12 a week when he worked full time; 3d. A bonus of \$25 to be paid drivers and \$12 to helpers, notwithstanding that under the contract they had waived their rights to same; 4th. That all men who so desired could wear their union buttons when at work; 5th. There would be no discrimination against the men, and their right to be members of the union would not be interfered with. These terms involved no change in working conditions.

On July 5th the union voted to end the strike, and the following morning the men returned to work. There were 800 drivers and 800 helpers employed of whom 350 drivers and 350 helpers went on strike.

NEW YORK CITY LONGSHOREMEN.

The dispute commenced among the unorganized men connected with the Ward and Mallory Lines. On April 29th the men on the Ward line — some 500 in number — went on strike, demand-

ing 35 cents an hour for day work and 40 cents for night work and overtime, instead of the existing flat rate of 25 cents per hour. On the 29th, 1,000 men connected with the Ward line in Brooklyn went on strike to find out the conditions of the strike in Manhattan, and soon thereafter endorsed them, and about 1,500 men demanded the above stated increase. Several conferences were arranged between the men and the superintendent of the Ward line, and a settlement was reached on May 10th which granted 30 cents an hour to the longshoremen and 35 cents to the coal passers.

On April 29th, 500 unorganized longshoremen employed by the Mallory line went on strike, demanding an increase from 25 cents an hour to 30 cents for day work and 45 cents for night work. The strikers had no place of meeting and were not permitted to go on the company's docks. On the Bureau's request the employing corporation permitted the strikers to meet on the pier for the purpose of conference, when they stated their demands to be as above. Several conferences were arranged for and held between the committee representing the strikers and the management, with the ultimate result that the strike was settled on May 7th, the men receiving 30 cents an hour for day time and 35 cents for night, overtime and Sundays, as against the former flat rate of 25 cents an hour.

On May 3d the longshoremen employed by the Southern Pacific Company struck. They demanded 35 cents an hour for day time and 50 cents for overtime. This strike was ended on May 5th, the men receiving 30 cents an hour for day work and 40 cents for overtime, instead of the then rate of 25 cents flat. The longshoremen connected with this dispute were not identified with the organization involved in the general strike.

The more general strike of the unorganized longshoremen commenced in New York City on May 6th, when, according to the local president of the striking longshoremen, there were some 8,000 men on strike in Manhattan and 4,000 in Brooklyn. Of the 8,000 in Manhattan, he claims that 3,000 belong to the organization, and in Brooklyn, 1,500. At 7 o'clock on the morning of May 6th, the men at the White Star Line went on strike, 500 being affected. In this case the demands were 40 cents per hour for day work, 60 cents per hour for night, Sunday and holiday work. At 11 o'clock on the morning of May 6th, Mr. Patrick Connors, president of the organization involved in the strike, accompanied by a delegation from the longshoremen's union, made a request for

an increase in wages as above. The management asked for time to consider, and was told it would have to be settled by 1 o'clock that afternoon or all the men under the control of Mr. Connors would be ordered on strike. The management contended that it would be impossible to adjust such a matter in the time given, and could not promise to do so. This was evidently construed to be a refusal to grant the demands, and the men employed by some 25 steamship companies in New York City were then ordered on strike.

The longshoremen in Brooklyn who went on strike on May 1st were principally those connected with the work at the Bush Docks at South Brooklyn. They demanded 40 cents an hour for day work and 60 cents for overtime. On the same date, May 1st, some 600 stevedores connected with the Bush Docks also went on strike. They made no demands whatever — simply quit work.

The Bureau made several efforts to effect conciliation in the various subdivisions of this strike, but except as hereinbefore stated, the general attitude of the employing corporations was a positive refusal to recognize Mr. Connors or the organization he represented or to arbitrate the dispute in question, on the ground that it was impossible for them to do otherwise than refuse the advanced rate demanded, as the business would not warrant the increase requested.

The dispute lasted until June 13th, when it was ended at a conference between the steamship managers and the delegates of the union, arranged by the Industrial Mediator. No change in wages or hours was made but the managers agreed to take back all the men they could. The terms were accepted at a meeting of the union the same evening and the next day about 10,000 men returned to work.

NEW YORK CITY MASTERS, MATES AND PILOTS.

Sometime previous to May 1st, Harbor No. 1 of Masters, Mates and Pilots' Association presented to the management of the several coastwise steamboat lines having a terminal at New York City a demand for a uniform rate of wages for first, second and third officers, rated as follows: First officer, \$100; second, \$80; third, \$60 per month. The change meant an increase in wages of from 5 per cent to 35 per cent. The manner of presenting this demand was unusual, being through the secretary of the officers' organization, who had been given what was practically a power of attorney to act for them. As this demand was ignored, the

same officer, Mr. Luther B. Dow, filed with the several employers the individual resignation of each officer who was a member of the Masters, Mates and Pilots' Organization, which meant practically all of them — about 300 in number — such resignations to take effect May 1st or as soon thereafter as vessels which might on that date be at sea, should reach the home port. Owing to the character of this service this Bureau made particularly diligent and determined efforts to prevent an interruption of operation, which were partially successful, resulting in a proposition from the Consolidated Steamboat, the Southern Pacific, and Clyde Lines, which provided for a graduated scale of wages, based on the size and capacity of ships; and it was understood that the basis of settlement agreed upon by the foregoing lines would probably be accepted and adopted by practically all lines affected. This proposition formed a basis for discussion and resulted in a settlement without a strike, through negotiations directly between the parties, on the graduated scale basis. Final settlement was effected May 3d through agreements between the several managements affected and the Masters, Mates and Pilots' Organization, providing for the original rate asked for — \$100, \$80, and \$60 per month for first, second and third officers of first-class ships; \$90 and \$70 per month for first and second officers of second-class ships, and \$85 and \$65 for first and second officers of third-class ships. (Second and third-class ships do not carry third officers.) The total monthly increase for the 295 men amounted to \$5,962.50.

An arbitration committee consisting of Mr. Andrew Fletcher and Mr. Charles English for the steamboat lines, Captain Cowan and Luther B. Dow, Secretary of Harbor No. 1, for the employees, was appointed to properly classify the ships, which was successfully accomplished.

This dispute caused little, if any, interruption in this industry, as it was patent that a settlement was being effected when the date fixed for the resignation of the employees had arrived.

The agreement and award of the Arbitration Committee are reprinted in Part V.

NEW YORK CITY PAINTERS AND DECORATORS.

The only important dispute existing in the building trades of the metropolitan district in the spring of 1907 might be termed a continuation or renewal of the painters' and decorators' strike of 1906, which was caused by a demand for an increase in wages. At the time of the strike last year, the painters' union was represented

III.134 NEW YORK STATE DEPARTMENT OF LABOR.

in the arbitration plan of the Building Trades Association, and the question in dispute was finally referred to Charles Stewart Smith as umpire. His decision (see DEPARTMENT OF LABOR BULLETIN, June, 1906, pages 184-6) was adverse to the workmen—in fact, would have caused a considerable reduction in wages in some departments of the trade. By referendum vote of the members, the union refused to accept his decision, and since that time was understood to be outside the pale of the general arbitration plan of the building trades.

The contention and rivalry heretofore existing between the Brotherhood of Painters, which conducted the strike last year, and the former rival organization known as the National Alliance of Painters, seems to have been eliminated in the present dispute and the strike was conducted jointly by the two organizations. The contention was practically the same as last year—for an increase in wages in the Boroughs of Manhattan and Bronx of from \$3.50 to \$4.00 per day for painters, and from \$4.00 to \$4.50 per day for decorators; in the Boroughs of Richmond, Queens, and Kings from \$3.00 to \$3.50 for painters, and from \$3.50 to \$4.00 for decorators.

Another unusual feature of the present dispute was, that while the American Federation of Labor and the Central Federated Union of New York City sanctioned and approved demands for the increase, there was no sympathetic strike, owing to the participation of the other building trades unions in the general arbitration plan of the Building Trades Association. Several conferences between the workmen and employers were held, without effecting a general settlement, and a general strike began April 1st, involving about one-half of the 12,000 painters and decorators in Greater New York, the balance being employed by individuals or corporations who had previously signed the new wage scale. The union reports indicate that up to June 11th about 200 employing painters signed this agreement, and that nearly all employing painters were paying the advanced scale, as there were less than 400 painters idle in the metropolitan district on this date on account of the strike. Apparently the advance asked for has been generally adopted as the rate without any formal settlement by employers and employees collectively.

A copy of the agreement between the two national organizations, which includes the new wage schedule, follows:

Agreement entered into this day between representatives of the National Alliance of Painters and the Brotherhood of Painters, Decorators and Paper Hangers.

That at the expiration of this agreement the National Alliance shall become members of the Brotherhood of Painters and the question of how many locals there shall be, shall be submitted to a referendum vote.

This agreement entered into to be submitted to both organizations for a referendum vote.

This agreement to last, for the term of one year after approval by both organizations. That a joint Conference Board shall be formed of five from each organization who shall have charge of all matters pertaining to the trade and refer all violations of working and trade rules to the respective Unions for discipline, and the findings of the said Unions must be reported to the Conference Board.

That the initiation fee within the limits of Greater New York be the sum of twenty-five (\$25.00) dollars in both organizations.

That the dues be at least fifty cents per month in both organizations.

That the names of all applicants for admission in either organization, under this agreement, must be submitted to the Conference Board before being initiated.

Under this agreement no member of one organization can carry a working card or be a member of the other organization.

Members of both organizations must recognize the business agents of both organizations and show their card upon demand.

That no general strike shall be declared without the consent of both organizations.

That both organizations enforce the arbitration decision, relating to the painting of structural iron.

That both organizations agree to recognize each other's working cards, and members of National Alliance working out of town must apply to Conference Board for a Brotherhood working card.

That both Unions remain in their respective central bodies, and agree to work in the interest of the trade.

We agree upon the following wage scale:

For the Boroughs of Manhattan and the Bronx:		
Plain painting and varnishing.....	\$4.00	per day.
Decorating and gilding	4.50	" "
For Kings, Queens, and Richmond Boroughs:		
Plain painting and varnishing.....	3.50	" "
Decorating and gilding.....	4.00	" "
Paper hanging as per price list.		
Marine — Plain painting and varnishing.....	3.50	" "
Gilding	4.00	" "
Ship bottom work and buoy tops.....	.40	" hour.

All Sundays and legal holidays, double time (seven hours to constitute a day's work on Sundays, and all legal holidays). All other over-time shall be considered double time.

No work to be performed between the hours of 12 and 5 P. M. Saturdays. Under no consideration shall any work be performed upon Labor Day.

III.136 NEW YORK STATE DEPARTMENT OF LABOR.

We, the undersigned representatives of the Brotherhood of Painters and National Alliance Painters, hereby subscribe our names the 13th day of February, 1907, to the above agreement.

For Alliance:

VICTOR BUHR,
THOS. WRIGHT,
ABEL BALDWIN,
CHAS. RAUSCH,
THOS. DWYER,
WM. E. HAYWARD,

For Brotherhood:

CHARLES M. EMES,
L. J. BROWN,
THOS. J. LOWERY,
JOHN J. COLLINS,
CHAS. KNOCHÉ,
ARTHUR BROOKS,

J. C. BAHLHORN, *General President.*

This Agreement to go into effect not later than March 1, 1907.

Approved by the Conference in New York of delegates from the Central Federated Union and three members of the Executive Council of the American Federation of Labor.

American Federation of Labor:

JAMES DUNCAN, *Chairman*,
JAMES O'CONNELL,
FRANK MORRISON, *Secretary*.

Central Federated Union of New York:

DANIEL HARRIS,
CHARLES DELANEY,
GEORGE GAILLARD.

The form of agreement presented to employers in the Boroughs of Manhattan and the Bronx contains additional provisions, as follows:

Paper hanging as per price list.

Also eight hours shall constitute a day's work from 8 A. M. to 12 M. and from 1 P. M. to 5 P. M. and all days except Saturday when four hours only shall be worked from 8 A. M. to 12 M.

That all employees shall be members in good standing in one of the above named organizations.

That no work will be subcontracted to employees.

That all employees shall be paid weekly.

That all employees working out of town shall be paid traveling expenses and board; traveling time to be considered as single time.

That all work performed before 8 A. M. or after 5 P. M. shall be considered as double time.

Employers doing work in any locality where the rate of wages is higher than the rate prevailing where place of business is situated agree to pay the higher rate.

That the representatives of the above named organizations have the privilege of examining members' cards at any and all time.

The Association of Interior Decorators and Cabinet Makers, embracing twenty important concerns, accepted the advanced rates on May 18th, in the following agreement, which, it will be noticed, provides a special rate for varnishers employed in factories.

TIFFANY STUDIOS.

(347-355 Madison avenue, New York City.)

May 18, 1907.

Joint Conference Board of the Painters of Greater New York:

GENTLEMEN.—I beg to acknowledge your acceptance of May 17, 1907, of the proposition tendered by the Association of Interior Decorators and Cabinet Makers, regarding the wage scale for decorators, painters, and paper-hangers.

It is our understanding, as stated in your acceptance, that the wages for decorating and gilding shall be four dollars and fifty cents (\$4.50) per day: paper-hanging, as per price list. And that the wages for plain painting and varnishing shall be four dollars (\$4) per day, except on trim and furniture manufactured by members of our association in their factories, in which case the wages of varnishing shall be three dollars and fifty cents (\$3.50) per day. All other clauses in the proposition you recently submitted to remain in full force.

Yours very truly,

BOND THOMAS,

Chairman Executive Committee.

NEW YORK CITY SILK WEAVERS.

March 12th, 65 silk weavers employed at the Catoir silk mills struck for a 15 per cent advance in wages. Representatives of the Bureau conferred with both parties to the dispute and arranged for a joint conference on March 14th between them, which resulted in a compromise agreement, giving an increase of wages to piece workers of $7\frac{1}{2}$ per cent, time workers to be paid \$12.00 per week. It was also agreed that two of the men who had taken the strikers' places were to be discharged before the men returned to work. The strikers lost about \$400 in wages. No benefits were paid, as there was no regular labor organization, but simply a shop society. A vote of thanks was given by the employees to the State Board of Mediation and Arbitration for their assistance in adjusting the dispute.

NEW YORK CITY SILVER WORKERS.

On October 8th, 1906, a strike for reduction of hours from ten to nine per day and recognition of the union was begun by 215 employees of E. G. Webster & Sons, a Brooklyn firm of silverware manufacturers, who employ in the busy season 330 hands. The strike having continued for two months, with no prospect of settlement, on December 10th, representatives of the Bureau of Mediation and Arbitration called on each of the parties and opened negotiations for a conference on the following day between representatives of the firm and a committee of the strikers. The way

to such conference appearing to be clear, on the morning of the 11th one of the Bureau's representatives visited the strikers at their meeting place and secured a statement of terms they were willing to make in settlement of the controversy, which were that the strikers should all return to work at ten hours as formerly, that recognition of the union would not be insisted on and that the question of later establishing the nine-hour day should be submitted to arbitration. These terms were then submitted to two members of the firm by the Bureau's representatives, and the employers signified their willingness to take back the men without recognition of the union, and explained with respect to the nine-hour day that the firm was unable to grant that because all its competitors were working on a ten-hour basis. A committee of the strikers having been called in the firm's position was restated to them and a discussion followed, the strikers' committee finally appearing to be satisfied with the employers' terms, but stating that they must report back to a meeting of the striking employees.

In the evening of December 13th the committee made its report to a meeting of the strikers and other members of their union, which was attended by the representatives of the Bureau of Mediation and Arbitration. The outcome of this meeting, after prolonged discussion, was the appointment of a committee which, on the following morning, in the presence of the Bureau's representatives, informed the principal member of the firm that at the meeting of the night before it was voted not to accept the terms offered but to insist that a definite date be set for the establishment of a nine-hour day, and that definite dates be fixed for the re-employment of each class of workmen, and if Mr. Webster would not agree to this they were to ask that he use his influence with the manufacturers' association to have the nine-hour day established in the trade. These new demands were refused on the spot by Mr. Webster, who reiterated, however, his former willingness to take back the strikers on the old terms, but declared that, the busy season being on, any further attempt at arbitration would have to be postponed at least until after the holidays.

In view of Mr. Webster's statement no further efforts at mediation were made until after the holidays, although the strike was continued. But on January seventh the representatives of the Bureau of Mediation and Arbitration called at the strikers' headquarters and then, being requested by the strikers so to do, called

on Mr. Webster and found him willing to reopen the matter. Accordingly, on the following day, negotiations were taken up, no conference of the parties being held, but the Bureau's representatives acting as mediators. The strikers having asked for a nine-hour day with ten hours' pay, Mr. Webster replied that he was ready to treat with the men on a nine-hour basis, but that he would not recognize the union and could not take back all the strikers, though he would do the best he could in that direction. These terms were considered by the strikers at a special meeting but were rejected, and it was voted to continue the strike. But efforts for a settlement were continued by the Bureau's representatives and finally resulted successfully on January 21st, when the men declared the strike off essentially on the terms as proposed by the employers on January 8th, that is, return of the strikers to work as individuals on a nine-hour basis, Mr. Webster agreeing to take the men back just as soon as his business would permit. In spite of the long drawn out dispute, there was a notable absence of hard feeling between the firm and its employees throughout the controversy, and after the above settlement the best of feeling prevailed between the two.

The settlement, however, did not prove to be permanent. About the middle of February the firm announced a return to the ten-hour working time, resulting in a strike or lockout on February 15th of those former strikers, 20 in number, who had been re-employed on the nine-hour basis and who refused to go back to ten hours. This new stoppage of work came to an end on February 23d when the union declared the strike off and the men returned to work unconditionally on the employer's terms, i.e. ten hours per day.

NEW YORK CITY STREET CLEANERS (DRIVERS).

On June 25th about 300 drivers employed in the street cleaning service of the Borough of Manhattan went on strike. The number of strikers varied from day to day but there were in all 914 men who were out at some time, which had the effect of very seriously impairing the service, causing an accumulation of garbage and refuse in many of the streets which in the prevailing high temperature at once became a menace to the public health. The cause of the strike was failure of the workmen to secure satisfactory adjustment of the following demands:

1. That 48 hours constitute a week's work, and that overtime be paid at the rate of 25 cents per hour.

III.140 NEW YORK STATE DEPARTMENT OF LABOR.

2. That no fines be imposed without opportunity for a hearing.
3. That the schedule of fines be reduced, or a system of suspension be substituted for fines.
4. That men who have had their badges taken away, have them returned.

This Bureau had no knowledge of the dispute until the strike had actually taken place. As soon as it was aware of it the Bureau intervened and succeeded in arranging a conference between the Commissioner of Streets and the committee representing the men on strike. The Commissioner of Streets insisted that this conference was not official and took the position that under the law and the rules of the Department of Streets he could not deal officially with the strikers and would make no definite promise other than that he was at all times ready and willing to give a hearing to any employee actually in the service of the department. The strikers alleged that they had made several unsuccessful efforts to see him and had never been able to get further than the Deputy Commissioner. The result of this conference was a failure. After several conferences with the city authorities, another meeting of the Commissioner of Streets and the strikers' committee was being arranged for when it developed that the Central Federated Union of New York City had appointed a committee which had conferred with the Mayor. The chairman of said committee joined the conference which was being held between the strikers' committee and representatives of this Bureau, and suggested that the committee then present call on the Mayor. This was concurred in by the Bureau's representatives and agreed to by the committee. The meeting between the Mayor and the committee resulted in the strike being terminated forthwith July 1st. The committee reported their understanding of the conference to be, that the Mayor would investigate any complaints properly presented, and, if founded on facts make proper adjustment of the same.

NEW YORK CITY (BROOKLYN) SUGAR REFINERY EMPLOYEES.

On May 6th about 1,000 employees of the Brooklyn plant of Havemeyer & Company, sugar refiners, went on strike for an increase in wages. About half of the strikers were "mixers" and half laborers whose compensation had been 14½ cents and 15 cents per hour respectively, instead of which they demanded a uniform rate of 18 cents per hour. The strikers were unorganized and had had no negotiations with the management until the date of the strike. On intervention the Bureau found the

management unwilling to deal with or negotiate with the strikers; on May 11th the Bureau succeeded in bringing about a conference between the management and a committee of the strikers, together with officers of the Bureau, which resulted in a compromise proposition by the management of a uniform rate of 16½ cents per hour. This was accepted at a general meeting of the striking workmen the following day, and terminated the dispute.

NEW YORK CITY (BROOKLYN) TEAMSTERS.

A strike of 14 teamsters employed in a Brooklyn box factory commenced on June 28th and ended July 31st. The cause of the strike was a demand on the part of the men through the union for an increase of drivers' pay from \$13.00 to \$15.00 per week for men who were driving teams and from \$9.00 to \$12.00 per week for men who were driving single horses, recognition of the union including the right of the delegate to arrange with the employer as to hours of work, etc., wearing of the union button, and the signing of a trade agreement. On July 29th the Bureau undertook conciliation and secured the following proposition for the consideration of the men: compensation of drivers to be \$14.00 per week; drivers absent without due notice, or reporting late, to be paid at the rate of \$13.00 per week; no union or delegate of the union to be recognized in the employment of men; the men who loaded the wagons and went out in sympathy with the strikers to be taken back to work; and workmen to be permitted to wear the union button. These terms were accepted by the men and the dispute was thus settled.

NEW YORK CITY UMBRELLA HANDLE MAKERS.

On November 8th, 1906, a strike occurred in the shops of two members of the Umbrella Handle and Cane Makers' Association of New York City, for the purpose of enforcing a demand for a reduction of hours from ten to nine per day, and for closed shops. On November 15th similar strikes occurred in two other shops and on the same day the manufacturers' association declared a lockout in all of their shops, fourteen in number. The total number of men locked out was 300, including the 32 who went out in the strikes of November 8th and 15th.

On December 4th and 5th a representative of the Bureau of Mediation and Arbitration, after separate interviews with the strikers at their headquarters and with the executive committee of the employers' association, succeeded in arranging a conference

between the employers' executive committee and a committee of seven of the strikers, who had been given full power to arrange terms of settlement. The conference was held at the Grand Central Hotel and lasted from 3 until 7 o'clock p. m. on December 5th. In addition to the two committees there were present the secretary of the United Hebrew Trades, with which the strikers' union was affiliated, and two representatives of the Bureau of Mediation and Arbitration, one of whom acted as chairman and the other as secretary of the meeting.

After extended discussion the strikers' committee retired to formulate a definite proposition for a settlement, and on returning to the meeting proposed as their terms that the union should be recognized, that work should be resumed at ten hours per day until March 1, 1907, and that on June 1, 1907, a joint committee be appointed to take up for final consideration the question of recognition of the union and reduction of hours to nine per day. After further discussion the manufacturers' committee offered as a counter proposition that the men return to work on the ten-hour basis, and that on June 1, 1907, the questions of reduction of hours and recognition of the union should be taken up by a committee composed of seven members, three named by each side, with the seventh chosen by these six. Further discussion finally resulted in an agreement by which the proposal of the employers was accepted, with the addition of provisions that all the men on strike should return to work and receive their former places, that in the interval prior to June 1, 1907, no one should be discharged without just cause and that the men who had left the union during the strike and had been employed by members of the manufacturers' association should be compelled to return to the union and take out union cards. Following the conference the representatives of the Bureau, at the request of the president of the strikers' union and the secretary of the United Hebrew Trades, attended a meeting of the strikers, and others, called originally to raise funds for the strikers, at which the men's committee made report of their action in connection with the settlement. Only after considerable discussion and explanation could the meeting be brought to accept the terms of settlement, but this was finally done and work was resumed on the morning of December 6th.

NEW YORK HARBOR SWITCHMEN.

During the month of November, 1906, the adjustment committee of the Brotherhood of Railroad Trainmen, representing the

employees in switching service, made a demand for an increase of 5 cents per hour in wages for all such employees in the New York Harbor district, which was promptly granted by the New York Central Railroad Company, but not by the several other roads affected. During conferences between the several railway managements and committees of the Railroad Trainmen's Brotherhood, several compromise offers were made by individual railways, but all of these were unsatisfactory to the employees' committee, which insisted on the same increase as that already granted by the New York Central. In the meantime a referendum vote of the employees, represented by the committee, had been taken to determine whether or not they were willing to sustain the committee, which, as in the case of the Erie firemen's vote, meant whether or not they would withdraw from the service if such action should be sanctioned by the proper authorities in the trainmen's organization. The vote must have been favorable to the proposition to strike, as indicated by an ultimatum issued December 20, 1906, by a grand officer of the Trainmen's Brotherhood to the managements of the railroads affected, which stated in specific terms "that unless the increase granted by the New York Central — namely, 5 cents per hour, effective December 1, 1906 — is conceded by your company on or before December 22, 1906, all members of the Brotherhood of Railroad Trainmen employed in your yards in the harbor district will consider your failure to concede the rate as a refusal to deal as fairly with your men as the road mentioned above, and will at once withdraw from your service." The effect of such action, had it been carried out, would have been a practical suspension of the interchange and delivery of freight in the territory of all railroads serving New York Harbor, except the New York Central and the New York, New Haven and Hartford Railroads.

The foregoing ultimatum was the first intimation this Bureau had that a strike was seriously threatened, and realizing the necessity for the application of all possible agencies or remedies to prevent the interruption of a service of such vital importance and necessity to the communities affected, the Bureau forthwith served a copy of the following on the representatives of each of the parties to the dispute:

"To the General Management of Railroads in New York State and Representatives of their Employees in the Switching Service; Parties to the Dispute in the New York Harbor District."

GENTLEMEN: Press reports indicate a possible interruption of operation on all railroads, with few exceptions, in the Greater New York district, as

III.144 NEW YORK STATE DEPARTMENT OF LABOR.

the result of a dispute as to compensation between the railroad corporations and their yard employees.

If this condition is as outlined in the press dispatches, the New York State Department of Labor must protest against such interruption of these public utilities, until all other means of settlement of the existing dispute are exhausted; and to that end the services of the New York State Board of Mediation and Arbitration are hereby tendered. Should the threatened strike take place, it would probably be incumbent on this Board to make a thorough investigation, fixing the responsibility for the interruption of the public service.

A representative of this Department will present this notice and will make the necessary arrangements for intervention by the State Board of Mediation and Arbitration, if such is desired or necessary.

Very truly yours,

(Signed) JOHN LUNDRIGAN,

Member State Board of Mediation and Arbitration."

Following the service of the foregoing, negotiations between the parties to the dispute were re-opened through the medium of a joint conference of the managements of the railroads with committees representing the employees and the grand master of the employees' organization, brought about by mutual agreement of the two parties. This conference accomplished a settlement of the matters in dispute in the form of a compromise, the pertinent points of which were, that a demand originally made for the eight-hour day or three tour system was withdrawn, and an increase in wages of 4 cents per hour, effective December 1st, was granted by all of the roads except the Long Island Railroad, which granted the conductors an increase of 4½ cents and the brakemen one of 3½ cents, effective December 1st, while the question of granting an additional cent per hour increase in all of the yards affected, except those of the Long Island and Staten Island Railroads, was submitted to arbitration. This arbitration, it may be noted here, resulted in a decision against the additional increase of one cent.

It has come to the Bureau's knowledge that there was some desultory criticism of its interference in this dispute. The Bureau can only point to the fact that the record shows that when it intervened all indications were that a strike was imminent. Its communication to the contending parties occurred after an ultimatum had been issued, which left only the alternative of a strike or the granting of the demand as to wages. The Bureau considered that all other methods of settlement had not been exhausted, and believes the settlement arrived at justifies that view.

NEWBURGH CARPENTERS.

In response to a request from some of the citizens of Newburgh, a representative of the Bureau visited that city for the purpose of attempting to effect conciliation in disputes in the building trades, and found the conditions to be that on April 8th a general strike of carpenters was inaugurated as a result of the refusal on the part of the employers to grant an increase in the wage rate from 37½ cents to 44 cents per hour. Inquiry demonstrated the fact that the building industry of the community was practically paralyzed, but that nearly all of the workpeople engaged in the strike were temporarily employed in adjacent towns or had secured permanent employment elsewhere, and that the employers so far had either not tried or at least had not succeeded in filling their places. The last proposition looking toward a settlement had been a compromise offered by the workpeople of 40 cents per hour, which had been rejected by the employers. The Bureau's efforts to effect conciliation were unsuccessful.

ROCHESTER STREET RAILWAY LABORERS.

On April 17th a telegraphic request for intervention was received and responded to. The situation was found to be that about 350 laborers employed by the local street railway corporation, in the track department, had been on strike since April 11th for an increase in wages from \$1.60 to \$2.00 per day. The strikers were not organized when the strike occurred, but had subsequently organized themselves into a local of the laborers' union. A conference between representatives of the management and of the men on strike was arranged, which resulted in a settlement of the dispute in the form of a compromise, the rate thereafter to be \$1.80 per day.

WEST ALBANY CAR WORKERS.

On November 6th, the attention of the Bureau was directed toward averting a threatened strike of car workers and shop employees of the New York Central Railway Company, at West Albany. Investigation disclosed the fact that a local organization of car workers was being formed, and that in connection therewith, there was either an entire misconception of the objects of labor organization or a serious misunderstanding of the actual intent of the employees.

Separate conferences were held by representatives of this Bureau with officials of the mechanical department of the employing cor-

poration and with the officials of the car workers' organization. The employers seemed to understand that the purpose of the newly formed union was first to inaugurate a strike and then undertake to adjust alleged grievances, while the union officials contended that men were being dismissed from the service for no other cause or reason than that they had joined the union. The Bureau took the ground that in so far as the contention of either party was true, the other was in the wrong, and especially urged and insisted that every other method of settling disputes, such as conciliation and arbitration, should be exhausted before resorting to strike or lockout, and that from the standpoint of the general public, the obligation to adopt peaceable methods was imperative since the dispute threatened to affect a public utility. After a few days the agitation ceased and no strike occurred.

The Bureau takes this occasion to again recommend and urge that there should be no stoppage of work through strikes or lockouts until the matters in dispute "no matter how grave they may appear to be," have been properly presented to those in a position to give relief and then subjected to intelligent discussion and determination, since any other course only aggravates the original dispute.

WEST SENECA BLACKSMITHS AND HELPERS.

On request of the business agent of the union of blacksmiths and helpers on July 17th the Bureau undertook conciliation in this dispute which had its origin June 12th. Investigation demonstrated the situation to be that immediately following a meeting of the union, at which it was decided to ask for a general increase in wages in the Buffalo territory, the Lackawanna Steel Company dismissed about one-half of its force of blacksmiths alleging economic reasons therefor. The union looked upon this action as intended to forestall the demand for an increase in wages and ordered all of its members, 39 in number, on strike. At a conference with the management on July 20th, the employers' representative stated that they had all of the help required in this department and that so far as they were concerned the strike had terminated and, therefore, refused to open negotiations relating to this dispute.

IV.

ARBITRATION IN NEW YORK CITY PRINTING TRADES.

ARBITRATION BETWEEN NEWSPAPER PUBLISHERS AND COM- POSITORS OF NEW YORK CITY.

The first real test of the practicability of the revised plan of arbitration of the American Newspaper Publishers' Association and the International Typographical Union which went into effect May 1, 1907,* was made in the scale contention between Typographical Union No. 6 and the local branch of the publishers' association in New York City.

This amended arbitration agreement, which went into effect on May 1st, and is to continue until 1912, provides that within thirty days after a subordinate union has made a detailed demand for a change of scale, or within sixty days after a publisher has made a similar demand, the two parties in interest are obliged to have a conference, the object of which is conciliation, and every effort is required to be made to effect a settlement. In the event of failure to agree each party must then prepare a statement of the conditions that it seeks to establish and forward copies thereof to the Commissioner of the American Publishers' Association and the president of the International Typographical Union, accompanied by a letter of transmittal, to be signed jointly by the parties affected, certifying that they are acquainted with the contents of both statements. The Commissioner and president shall thereupon determine the questions or subjects which can be properly submitted to arbitration. In case these two officials cannot agree their differences are immediately referred to the National Board of Arbitration for adjustment. Within ten days after the questions to be arbitrated have been fully determined a local Board of Arbitration may be formed, two members thereof to be named by each side, the board as thus constituted to select from among its members a chairman and secretary. If, within an additional twenty days, it is found impossible to reach an agreement the case shall be at once referred to the National Board of Arbitration, consisting of the three members of the executive council of the International Typographical Union and the three special standing committeemen of the American Newspaper Publishers' Association, or

* See copy of this agreement in Part V, post.

their proxies. If either party to the dispute refuses to accept and comply with the decision of the National Board of Arbitration all aid and support to the resistant employer or local union shall be withdrawn by both parties to the agreement and the acts of the recalcitrant publicly disavowed.

The amended plan differs materially from previous methods of arbitration in the printing industry, in that it eliminates a fifth member, or umpire, of a local board and a seventh member nationally. Under the old system objection had been urged against this additional member, or chairman of the arbitration board. It had been repeatedly pointed out that this arbiter was usually "taken from walks of life where there was little knowledge of newspaper management and composing-room conditions that are essential to a fair adjustment of a proposed wage scale in controversy." Speaking of the modified plan, Mr. James M. Lynch, president of the International Typographical Union, says that

"in its general scope this is the form of arbitration that has given satisfaction in England and in all instances where resorted to in this country. It permits of the broadest form of arbitration, and thus guarantees industrial peace to the parties to such a contract. Men engaged in the industry covered by such an agreement themselves adjust their differences without the aid, advice or assistance of outside parties whose knowledge of the subject at best is but academic and theoretical. It may be asserted that these evenly-balanced tribunals may deadlock and disagree, but experience proves the contrary. The arbiters approach their task with the knowledge that industrial peace depends on their ability to weigh impartially the evidence and facts making up the case presented for their consideration, and to reach a verdict in accordance with the circumstances and conditions. There can be no shifting of responsibility, so far as the national board is concerned, to other shoulders."

In the adjustment of differences between parties to the agreement the National or Local Board of Arbitration is governed by the following rules:

"1. It may demand duplicate typewritten statements of grievances.

"2. It may examine all parties involved in any differences referred to it for adjudication.

"3. It may employ such stenographers, etc., as may be necessary to facilitate business.

"4. It may require affidavit on all disputed points.

"5. It shall have free access to all books and records bearing on points at issue.

"6. Equal opportunity shall be allowed for presentation of evidence and argument.

"7. The deliberations shall be conducted in executive session, and the findings, whether unanimous or not, shall be signed by all members of the board in each instance.

"8. In event of either party to the dispute refusing to appear or present its case after due notice, it may be adjudicated in default, and findings rendered against such party.

"9. All evidence communicated to the board in confidence shall be preserved inviolate, and no record of such evidence shall be kept, except for use on appeal, in which case inviolability shall be preserved."

It was on March 3d that Typographical Union No. 6 remodeled its scale of prices for newspaper printers, and it then resolved to put the proposed schedule into effect on May 1st following. This scale called for the payment of \$6 per diem to members employed either in the daytime or night on morning newspapers and \$5.50 per day to those engaged on evening newspapers. The existing minimum rates were, respectively, \$4.50 and \$4 per day. The scale for a third shift, the seven hours' working time for which is between 2 A. M. and 10 A. M., was placed at \$6.25 daily, an advance of 25 cents, while members employed on evening newspapers publishing Sunday editions could not accept less than \$5.70 per day and on Saturday night, the price was fixed at \$6.50. Under the bill of prices that prevailed at the time the demand was made rates for this class of work were \$4.33½ and \$5, respectively. For compositors called to work at or before 5 o'clock A. M. a charge of \$2 extra was ordered in addition to overtime, and when beginning operations at or before 7 o'clock A. M. \$1 extra, besides overtime pay. Members called to work on Sundays or holidays between 8 o'clock A. M. and 6 o'clock P. M. on evening newspapers issuing Sunday editions to be paid at the rate of \$1 per hour, but in no case to receive less than a day's compensation. Wages of extras in machine offices to be 50 cents above the regular daily scales. The minimum of competency of linotype and other machine operators was established at 22,500 ems per day of eight hours. It was further provided that on all matter set for daily newspapers proof shall be read and copy held by members of the union. An advance of from \$1.50 to \$2 per week for machine tenders was also proposed. Up to the time of the reconstruction of the scale the union had no rules governing the employment and instruction of apprentices in newspaper establishments — in truth, neither proprietors nor union cared to assume the responsibility of teaching the trade to boys in these busy workshops. To give such newspapers as might desire it the privilege

of hiring apprentices the union in its new regulations allowed a ratio of one to every twenty men or a majority fraction thereof, not more than four to be permitted in any office, they to serve five years and to acquire knowledge of all branches of newspaper work in composing-rooms.

The new schedule was submitted to the local publishers' association, several informal conferences were held by the officials of both organizations, and on April 29th a formal detailed counter proposition for a continuation of the prevailing scale, hours, working conditions and regulations, excepting in several specified instances, was submitted by the employers. These were, that all work done between 6 o'clock P. M. and 6 o'clock A. M. (subject to the third-shift provision) shall be night work, and labor performed between 6 A. M. and 6 P. M. (subject to the third-shift provision) shall be day work; the rate for night work to be not less than \$27 per week and for day work at least \$24 weekly, eight continuous hours to constitute a working day or night. Men doing day work for evening newspapers publishing Sunday editions to receive \$24 per week (exclusive of Saturday night) for eight hours continuous service daily, and on Saturday night \$5 for eight consecutive hours. Overtime to be paid for at price-and-one-half per hour of night rates for night work and one-and-one-half of the day scale for extra work done in the daytime. The scale for third-shift men to remain at \$30 per week, but their daily hours to be increased from seven to eight. Offices to have the privilege of using (without reproduction in type) plates, matrices or cuts furnished by general advertisers under contract.

As an agreement could not be reached in the conciliation proceedings the publishers' national Commissioner and the International Typographical Union's president were so notified, and these officials on May 23d designated the disputed points that were subject to arbitration by local arbitrators. This board, which met on June 3d, consisted of Messrs. Don C. Seitz (as chairman) and S. S. Carvalho for the American Newspaper Publishers' Association, and President James J. Murphy and Secretary-Treasurer Charles M. Maxwell (as secretary) for Typographical Union No. 6. Mr. Marsden G. Scott represented the union and Mr. Ervin Wardman the publishers at the several hearings before the board.

The union's spokesman, in opening, stated that the demand for an increase in the newspaper scale of prices was based on three

principal counts: (1) "that our members never have received their fair share of the profits derived from the enormous product of the typesetting machines;" (2) "that the demand is justified because of the greatly increased cost of living expenses, such as higher rentals, increased prices for all meats and provisions, and the greater cost of clothing, fuel, etc.;" (3) "that the demand for an increase is justified because of the fact that the newspaper scale of prices has remained at a standstill for more than fifteen years, while other wage earners in practically every other skilled trade have secured shorter hours and increased wages, because of increased production in some instances, but in most cases because of the universally recognized fact that the cost of living has greatly increased since the adoption of the existing scale of prices for newspaper compositors." As proof of his contention Mr. Scott introduced a mass of documentary evidence and presented a lengthy argument favorable to the union's side of the controversy. "All compositors should share in the product of the machine," he contended. "The fast man makes up for the slower one or for one who is handicapped by lack of opportunity. The fair method seems to us that all should benefit — not merely a few. That is our idea of the square deal. Four years ago the publishers told us that this increased product of the typesetting machines had been given to the public. We have no desire to influence or control the practical philanthropy of the owners of the newspapers of this city. But we do believe that a small portion of the increased product should go to those who are directly responsible for it, in order that they may have an incentive to further increase the product and thus enable the newspaper publishers to be still more generous to the public." Mr. Scott declared that before the introduction of machines a compositor could set on an average of 8,800 ems in eight hours, while under the improved method of composition he offered in evidence a string of "dupes" measuring 55,800 ems that recently had been produced by an operator in eight hours. Citing three large composing-rooms as an illustrative example he showed that in one 60 per cent of the men wore glasses, in another out of a total of 62 compositors 30 were required to wear them, and in the third 70 in a total of 153 had to use them. In explanation of this condition of the eyes of machine operators the speaker said:

"Our members are compelled to use their eyes five and six times as much as under the hand system. The strain of reading five or six times as much copy as formerly under artificial light has brought the inevitable result, which

represents a part of the price our members are paying to make these machines a financial success. We also contend that the introduction of these machines has been a source of loss to our members. Go into any newspaper composing room in New York and you will find mostly young men or men still in their prime operating the machines. The operator who has passed the age of 50 is so exceptional as to occasion wondering comment. There is a reason, as our members too well know, for this state of things. The introduction of machines shortened by fifteen or twenty years the working life of many of our members. Before they came white-haired veterans were familiar figures in the trade. At hand composition they could not set as much as in earlier years, but, working as they did by the piece, this fact did not mean a loss to the employers, and so they were permitted to retain their places. However, with the introduction of the machines and payment of the operators on a time basis, these veterans found themselves deprived of their source of livelihood. They were too old to learn to operate the machines, and so, wherever they could, they drifted out and into the book and job trade. But small was the number who made that harbor of refuge. Few, indeed, were able, even at the outset, to find and retain employment, and comparatively few are now tolerated even as substitutes. Common humanity demanded that our younger and more fortunate members should not allow these older men to starve in the street, and to meet this problem our union established an out-of-work fund and decreed that it should be maintained by a permanent assessment on the earnings of the members. Payment of benefits from this fund began on October 1, 1893, and have been continued to the present time, with the sure prospect that need for them will exist for years to come."

He asserted that since the union began paying these out-of-work benefits it had disbursed \$491,659.51 for the relief of its unemployed members. From federal and state statistical reports, as well as from newspaper articles, he quoted the advances that had been made in the prices of the necessities of life, and submitted figures collected from a number of rent-payers to demonstrate the extent to which rentals had increased in recent years. He submitted a long list of other trades in the city that had obtained wage increases in fifteen years, detailing the amounts of such advances, and called attention to the fact that book and job printers in the metropolis had had their rates raised three times during that period. Respecting the difference between the wage scale of newspaper printers and that paid to job compositors Mr. Scott explained that "the newspaper proprietor enjoys privileges not open to the job proprietor, and if we are to accept the contention of the publishers that the value of the services rendered is the only thing to be considered, then we feel justified in discriminating against the newspaper, especially in favor of the jobber. Any one with a few hundred dollars can start a job office, and the swarm of garret rookeries is the best evidence of that fact. A concern

investigating a large capital must take into consideration the vastness of the mighty competition to which it is subjected. On the other hand, the huge amount of money required to engage in daily newspaper publication tends to limit possible competition." He also remarked that compositors in many other cities in the country had secured higher pay.

"We next take up the question of the increase in the various offices and how the number of men would be affected," continued Mr. Scott.

"In considering the amount of the increase demanded several factors must be taken into consideration. The publishers may speak of our demand as an increase of $33\frac{1}{3}$ per cent. No doubt they will characterize it as exorbitant, unprecedented, and perhaps ridiculous. Careful analysis will prove to the contrary. Statistics gathered from the various newspaper offices show that at the present time two-thirds of the employees of these composing rooms are receiving above the present scale. Referring to those members of the union receiving more than the scale, we quote from a letter written by the Right Rev. Bishop Frederick Burgess, chairman of the Board of Arbitration of 1903, as follows: 'This higher rate is presumably paid for more skilful and intelligent men. To raise the less skilful men up to this level would be an injustice to the more talented workman, unless his rate was also increased.' And we quote also from the decision of the Arbitration Board of 1903, as follows: 'The board also directs that no decrease shall be made in the wages now paid employees in composing rooms affected by this decision, where such employees are paid in excess of the scale.' Taking the night scale as the basis for drawing our conclusions, the increase for the man receiving \$27 is $33\frac{1}{3}$ per cent; for the man receiving \$30 it is 20 per cent; for the man receiving \$33 it is less than 10 per cent. And why are these men receiving above the minimum scale? The chairman of the 1903 board expressed his opinion that they are more skilful. There is no sentiment in this particular point at all. It is a matter of dollars and cents to the publisher. He has learned that other employers are willing to pay more than the minimum scale to secure the services of extra competent workmen. While it is true that in practically every newspaper composing room men are receiving above the scale, it should not be imagined that the publishers exerted any superhuman effort to bring about this condition. On the contrary, most of them hesitated many months — some of them hesitated years — before taking this step, and some of them are still hesitating. To offer an increase on the minimum scale and ignore the fact that those receiving more than the scale also have been called upon to meet the increased cost of living, would be absurd. The publishers may argue that by raising the minimum scale the maximum rate will eventually adjust itself. If this is true, why delay? Why not do it now? The union has aimed to obtain an increase for all receiving less than \$6 for night work. The publishers may argue that this is an exorbitant price, but we ask the members of this board to carefully consider the unusual hours which these men give to their employers. The night worker begins his labors, say at 7 P. M. He must leave his home, in

III.154 NEW YORK STATE DEPARTMENT OF LABOR.

most cases, two hours before that time. He works under glaring electric lights and in an atmosphere saturated with the smoke and fume from the metal pots of the typesetting machines, while the rest of the world is sleeping, as nature intended. These men are straining their eyesight, their brains and their muscles in an unhealthful atmosphere to set type for the morning newspapers. At 3 A. M., if there is no overtime, the night worker starts for home. He sleeps till noon or later, while the rest of the world seems determined to awaken him as often as possible. No statistics are necessary, no argument is necessary, to establish the unhealthfulness of this occupation. One evening in seven the night worker is permitted to spend with his family. His children are asleep when he reaches home in the morning; they are at school when he is at home in the afternoon. He lives a life practically apart from his fellow-men, except those with whom he is directly associated. His social life is restricted to this one night in seven."

The union's representative took up each counter-proposition submitted by the publishers and presented his reasons why the changes demanded should not be sanctioned by the board. In conclusion he discussed the ability of the employers to meet the advance asked for by the union, and quoted statements printed in a number of local newspapers detailing large increases in advertising patronage as well as in circulation. "These statements are direct and emphatic," said the speaker. "They tell the story of phenomenal gains in circulation and vast increases in receipts from advertising. These prove beyond question that these newspapers are prosperous — that they are constantly increasing their revenues and that the end of each year finds them more prosperous than at its beginning. All this, we contend, demonstrates the ability of these newspapers to meet this increase in our wage scale without in any way inflicting a hardship on their owners. From their own statements we have shown their prosperity. And those statements, made freely, repeatedly and voluntarily, must be accepted as true by this arbitration board unless they are controverted by equally direct testimony."

Mr. Wardman, for the publishers, began his argument with the declaration that "the publishers do not concede that the cost of living establishes the value of labor in the markets of the world. We do not believe that the members of the skilled trades are any more anxious to prove and enforce any such principle than we are, because they would shatter in that way the whole theory of the high wages that are paid to skilled labor. The fundamental and natural law that is inviolable, that establishes the value of a man's labor in the markets of the world, is the value of the services rendered. If it is not, then we have got to revise the whole scheme,

and the man earning a dollar a day can claim that he is entitled to the same pay as the man who earns five dollars a day, because his cost of living goes up just the same as the other man's does. In fact, it goes up relatively much higher, because it consumes a vastly larger percentage of his income." To combat Mr. Scott's conclusions as to the extent of the increased cost of living Mr. Wardman drew attention to a table in Bulletin No. 65 of the United States Bureau of Labor, "which shows exactly how to find out what it costs a man to live under varying prices," he said.

"This table not only shows what it costs the normal family of good income to live in the United States, but it shows what it costs the family to live in the various geographical divisions, so that Mr. Scott might have found exactly what it costs the normal family to live here in these North Atlantic States. Now in 1890 it cost the normal family of about \$832 income—\$330.35 for his food. In 1905 it cost him \$362. The lowest period of prices in this country was 1896. Prices were low then, because so many wage-earners in the United States were out of work that there was no buying power—no purchasing power, as we call it in the market, for anything that anybody had to sell. In 1896 and 1897 they were pretty much the same. It cost the normal family \$313.23 a year to provide the food for its table. The comparisons between all these years are given, the differences figured out in this way: In 1905 it cost that family exactly \$32 more to buy its food than it did in 1890. It cost it \$29 more than it cost it to buy its food in 1891. It cost it \$32 more to buy its food than in 1892, and \$25 more than in 1893. \$42 more than in 1894, \$46.50 more than in 1895, \$49 more than in 1896, \$49 and a fraction more than in 1897. Now, I don't think anybody will maintain that the correct way to measure the difference in the cost of living is to take the very lowest period in this country's history and claim that that ought to be the standard, for God knows none of us want to go back to the conditions that made that standard. We did not hear so very much about the high cost of living in 1890 or 1891, or 1892, or 1893, when this scale went into effect. The average for those years was \$332.61 to the family. The average for 1905 was \$362. The difference was \$29.39 in favor of that period. These figures of the government are based on an income of \$834.83 a year. The actual increase percentage, increase of \$362, the cost of the family living in 1905, and \$332.61, the cost of living for the years 1890 to 1894 inclusive, is 9 per cent. Mind you, that is 9 per cent increase of its previous cost of living—not of its expenditures, much less of its income. Based on an income of \$834.83, from which these tables are formed, that increase is only 3½ per cent of the income. As a man's income runs up the percentage that he spends for his food, as compared with all his expenditures, runs down. Then, when you get to a man of an income of \$700 or under \$800 the percentage has declined to 41 plus. When you get to a man of an income of a thousand dollars or under eleven hundred, the percentage has declined to 38.79. When you get to a man of an income of twelve hundred dollars, the percentage has declined to 36.45. And, as I have reminded you before, this percentage of 36.45 is not a percentage of his income in the tables mentioned by Mr.

III.156 NEW YORK STATE DEPARTMENT OF LABOR.

Scott, but of his expenditures. We have shown that the actual increase in the cost of food that a family consumes was 9 per cent over the average for four years from 1890 to 1893. This equals less than 3 per cent of the income. Now, on page 188 of the same government report, food is to rent, fuel and light as 42.5 is to 18.25; or in other words, food costs two and one-half times more than rent, fuel and light. Therefore, if the increased cost of the family's food is \$42.30 a year, the rent, fuel and light would be about \$17 a year, or the total of the two, \$60 a year, or between $4\frac{1}{4}$ or $4\frac{1}{3}$ per cent of the income."

Referring to some of the trades that had been mentioned as having advanced their wage rates, Mr. Wardman said that

"you will find that the most of these men who are getting a scale of \$4.50 a day or \$4 a day, or in the case of bricklayers, \$5.60 a day, are not earning and are not receiving as much per week, per month and per year as compositors, who receive only \$4.50 a day on the scale. You will notice that these higher day scales seem to apply to men whose regularity of work seems to be put in hazard by the weather — that is, those who are affected by not only the snow in winter and the rain in summer, which drives them off from work, but by even frost, in the case of stone masons, where builders do not consider it safe to set the masonry in the frost. Those wages will figure out as the weekly earnings — the weekly income of these men who appear to get a very high scale at something that is considerably lower than any for which our men would care to work, care to receive in a week or be in the habit of receiving. When you are comparing trades the best thing in the world you can do is to compare a printer with a printer, just as you would compare a blacksmith with a blacksmith, and when you strike the comparison of the job offices — and I speak now of the scale of the newspapers — the discrepancy already existing in favor of the job offices is simply enormous and works injury to the newspapers, and I believe to the compositors employed on the newspapers because it makes it so difficult for us to do business. And now the compositors propose further to increase that discrepancy."

He then considered seriatim the various sections of the union's projected scale and the publishers' counter proposition. "On the proposed increase on the part of the union to \$6 a day, and that men employed in the daytime shall receive that same rate," he said,

"I do not think that it is necessary to add anything to what I have said to our argument that it is the desire of the publishers to have the compositors meet us in wiping out this illogical, absolutely indefensible, from the point of view of logic, provision by which a man is paid an extra compensation for doing work in the night time, because it is more difficult to work at night or less pleasurable to work at night, but that if the same man shifts in the same office where he works in the daytime, that he gets the same excess compensation. It seems to me that the thing is perfectly obvious as an injustice, and there is not anything that anybody can add to it to make it stronger. The publishers are very insistent that full and due deliberation shall be given to the question of thirty minutes for lunch. We are convinced

that this does not work out on the whole to the interest of the newspapers. So far as we know we are the only business in the skilled trades that pay wages when men are not at work. If an employer is entitled to anything in the world he is entitled to the hours that he pays for, just as he is entitled to the property that he pays for when he buys a house. We want to wipe out that provision of paying men for thirty minutes for lunch. We want to have the wage represent, as it does in all other trades, except the newspaper business, the rate per hour for the time worked. Everything that we have said applies with equal force in so far as the conditions relate merely to afternoon and evening scales and the lunch hours and the handling of morning matter in the daytime. The latter part of that provision, 'when called to work at or before 5 A. M., \$2 extra shall be charged in addition to the overtime, and when called to work at or before 7 A. M., \$1 extra shall be charged in addition to the overtime,' is a matter that I do not think calls for any debate before the board. I will let that come up without any remarks to bother the record or anybody. I think the board won't require any."

As to section 19 of the union scale, that "on all matter set in daily newspapers proof shall be read and copy held by a member of the union," Mr. Wardman announced that, although the publishers' national commissioner and the president of the international union had decided that the paragraph was not arbitrable, "the newspapers take exception to their ruling. They think it ought to be arbitrable, but since it has been decided that it is not, we cannot really argue the provision under the requirements of our code. I do desire, however, on behalf of some of the members of the association, to protest against the change regarding copy reading which compels a newspaper apparently to proof-read all copy under any and all circumstances. I ought to say in all fairness that, while this protest is made on behalf of a principle, we have no doubt that the union will not prevent railroading of matter under an extreme emergency." He declared that the publishers regarded as one of the worst provisions of the scale the minimum of competency. "There is absolutely no reason for it," he said, "if the contention of the other side is sound, that the men can do and do do on the regular scale vastly in excess of this minimum. If the minimum is put in there to protect the men from persecution, as has been stated here, the way to protect them is for the board to draw a provision that will not allow them to be discriminated against in the kind of matter that would be set to determine the competency." Mr. Wardman concluded his argument with these words:

"We have shown you that the increase of the cost of production has gone up enormously for the newspapers. Mr. Scott has tried to show how we are better able now to pay these unreasonable exactions, and to meet these

economic extortions than we were before. We have shown you that there is a loss in the circulation that he presented as an evidence of increased net income. We have shown you that the enormous volume of increase in the volume of advertising does not represent profit. We submit to you, that the thing for this board to do is to sit down and put their heads together and try to work out some kind of a scheme by which we can all benefit. What is the use of hanging onto a relic of barbarism? They tried this thing in England, of tying up capital so it would not work. They did not create any more work for the men—they created less. They exterminated their own capital and they exterminated their own labor, and you have got Germany to-day selling haberdashery in every shop in England, and the Englishman can not make it any more. They tried that thing in England, and because it destroyed wealth, because it went right to the fundamental roots of the economic problem, in England, the streets of London to-day are crowded with people rioting because they can not get work. They can not get work because they have been busy destroying the wealth that was employed at one time in industry. You can keep on trying it here until doomsday and you can not work it out. The only way you can work it out is to increase the wealth; you can not work it out any other way. It is an economic law. It is a natural law. It is a fundamental law. It is the law of God. It is inviolable, and no labor union, no newspaper, no high financier, nobody on the face of this earth can work out that natural law of the production of wealth, and when you destroy it, as you men are destroying it you are chopping out your own hearthstones."

The hearing before the board lasted until June 14th, having consumed five days' time, and on June 17th the arbitrators held their first executive session, but after several days' discussion their efforts to effect a settlement proved futile. The national officials were thereupon apprised of the disagreement and on July 16th a meeting of the National Arbitration Board, consisting of Messrs. Herman Ridder of New York, H. N. Kellogg of Chicago, and Bruce Haldeman of Louisville, for the American Newspaper Publishers' Association, and James M. Lynch, Hugo Miller and J. W. Bramwood, for the International Typographical Union, was held at Indianapolis, Ind., to consider the New York City scale contention. After sessions extending over three days the board reached a decision* on all but two points in dispute. By the terms of this decision the minimum scale for newspaper employees under the jurisdiction of Typographical Union No. 6 was increased 66⅔ cents per day, making a rate of \$4.66⅔ for day work and \$5.16⅔ for night work. The arbitrators decided that "men employed at day work for morning newspapers shall receive day rates, subject to third-shift provision. Men employed at night work for evening newspapers shall receive night rates, subject to third-shift pro-

vision." The scale for the third shift was fixed at \$5.66 $\frac{2}{3}$, but the daily hours for this shift were increased from seven to eight. The eight-hour day in each instance includes thirty minutes for luncheon. Members of the union employed on evening newspapers publishing Sunday editions were advanced to \$4.83 $\frac{1}{3}$ per day, and \$5.66 $\frac{2}{3}$ of seven continuous hours, including thirty minutes for luncheon, on Saturday night. No changes were made in the rates of machine tenders. The minimum of competency of machine operators was fixed at 24,000 ems per day of eight hours. The regulations pertaining to the employment of apprentices were approved.

The two disputed points mentioned above were referred by the national board to Messrs. Herman Ridder, Ervin Wardman and James J. Murphy for adjudication. The first of these sections provided that "when men called to work at or before 5 A. M. \$2 extra shall be charged in addition to the overtime, and when called to work at or before 7 A. M. \$1 extra shall be charged in addition to the overtime." This special board decided that \$2 extra in addition to overtime should be paid to compositors who are called to work at or prior to 6.30 A. M., and after that time until 7 A. M. \$1 extra with overtime pay. On the other disputed paragraph (section 19), which reads that "on all matter set in daily newspapers proofs shall be read and copy held by a member of the union," the special committeemen were unable to agree, and it was recommitted to the national board. The national board, at a meeting on October 10th, handed down the following decision on the disputed section 19:

"The decision of the National Arbitration Board regarding section 19 of the New York Typographical Union scale, decided by national arbitration on July 18, 1907, is that the section in question shall be interpreted to mean that none but union men shall be employed as proofreaders or copyholders, but proofreaders shall not be held responsible for errors when no copyholder is furnished."

* See copy of scale as decided by National Board in Part V.

**PROCEEDINGS IN ARBITRATION BETWEEN THE NEW YORK PHOTO-
ENGRAVERS' UNION No. 1, AND THE PUBLISHERS' ASSOCIATION
OF NEW YORK CITY.***

NEW YORK OFFICE OF THE BOSTON GLOBE, PULITZER BUILDING,
NEW YORK, *June 10, 1907.*

10:30 o'clock A. M.

Present: MR. C. S. WALLS,
MR. GEORGE T. BARNARD,
Arbitrators for the Photo Engravers' Union.
MR. M. J. LOWENSTEIN,
MR. H. F. GUNNISON,
Arbitrators for the Publishers' Association.

THE CHAIRMAN: These proceedings are called in accordance with the international agreement between the American Newspaper Publishers' Association and the International Photo Engravers' Union of North America.

I think, in order to make the record complete, we ought to state that at a meeting held on the 30th day of April, by the Committee on Conciliation, between the New York Photo Engravers' union and the Publishers' Association of New York, it was decided that the differences could not be adjusted by conciliation, and the questions to be arbitrated were thereupon referred to the international officials. In answer to that reference I am in receipt of a communication signed jointly by Mr. H. N. Kellogg, chairman of the standing committee of the American Newspaper Publishers' Association, and Mr. Matthew Woll, president of the I. P. E. U. I think that might be read into the minutes.

It is as follows:

AMERICAN NEWSPAPER PUBLISHERS' ASSOCIATION, INDUSTRIAL
BUREAU,

530 Tribune Building, CHICAGO.

June 4, 1907.

MR. M. J. LOWENSTEIN, *Chairman, Publishers' Committee, Care
of Das Morgen Journal, NEW YORK CITY, N. Y.:*

MY DEAR MR. LOWENSTEIN.—The propositions of the publishers and the unions of New York City for arbitration have been

* The official report of the proceedings is here reproduced in full. The arbitration award, which is in the form of a contract is reprinted in Part V, *post*.

considered by the undersigned, and we have decided that both the propositions submitted on April 30th, and certified to us, shall be arbitrated by your local board in full as submitted.

Only papers which have arbitration agreements are entitled to take part in the proceedings, and no evidence can be accepted as to conditions in other offices.

It is our understanding that the scale fixed by the arbitration proceedings shall be the scale for New York City and all of the newspapers under the jurisdiction of New York Local Union No. 1.

Yours very truly,

H. N. KELLOGG,

Chairman Standing Committee.

MATTHEW WOLL,

President I. P. E. U.

PROPOSITION SUBMITTED BY THE PUBLISHERS.

April 30, 1907.

The undersigned, representing the publishers, parties to the conciliatory proceedings heretofore held between a committee of the publishers and a committee of the New York Photo Engravers' Union No. 1, submit the following as a statement of the conditions it seeks to establish.

This statement is prepared in accordance with section 4 of the code of procedure, following upon failure of conciliatory proceedings.

M. J. LOWENSTEIN,

H. F. GUNNISON,

Committee representing New York Publishers.

CONDITIONS THE PUBLISHERS' COMMITTEE SEEKS TO ESTABLISH
IN ARBITRATION PROCEEDINGS WITH THE NEW YORK PHOTO
ENGRAVERS' UNION NO. 1.

Section 1. Eight (8) consecutive hours shall constitute a day's work. Day shifts to be between the hours of 6 A. M. and 6 P. M. Night shifts to be between the hours of 6 P. M. and 6 A. M. A third shift may be employed, the hours to be between 11 P. M. and 8 A. M. All work done in the daytime shall be at the day rate; all work done at nighttime shall be at the night rate. Within the hours named, employees shall perform any task the office requires in the line of photo engraving. The publisher shall in each office determine the number of men necessary to operate the plant.

III.162 NEW YORK STATE DEPARTMENT OF LABOR.

Sec. 2. Thirty (30) minutes shall be allowed for lunch in day and night shifts, once in every five hours, and in the journeymen's time.

Sec. 3. All work before and after any consecutive eight (8) hours shall be at the overtime rate of price and a half.

Sec. 4. Scale of wages for all men employed on day, night or third shifts shall remain as at present.

Sec. 5. The foreman shall designate the regular day off, and the sub appointed shall be acceptable to the foreman. If the journeyman fails to provide a sub, or if the regular fails to appear, the foreman shall then appoint.

Sec. 6. The foreman shall designate the time for each man to report for work, and can make any shift or slide necessary for the working of the plant, providing each journeyman receives full eight hours' work a day; but the foreman shall not change the shift without giving at least three days' notice to that effect, excepting in cases of emergency. "Emergency" in this connection is defined as an unforeseen occurrence or unavoidable happening inside the office or out.

Sec. 7. One apprentice shall be allowed every five journeymen or fraction greater than one-half.

Sec. 8. All working conditions, except as here modified, shall remain as at present.

PROPOSITION SUBMITTED BY MR. WALLS AND MR. BARNARD, APRIL 30, 1907. NEWSPAPER SCALE ADOPTED FEBRUARY 4, 1907.

Section 1. This scale shall apply to all morning, evening and Sunday newspapers, and newspaper syndicates.

Sec. 2. All commercial shops doing daily newspaper work shall be classed as newspaper shops and shall be governed by the newspaper scale, rules and regulations.

Sec. 3. The hours of work for all men employed in newspaper syndicates and offices, except as otherwise specified, shall be eight hours; for day men between the hours of eight (8) A. M. and six (6) P. M.; for night men seven hours, between the hours of six (6) P. M. and three (3) A. M.

Sec. 4. When a third shift is employed, the hours of work shall be seven consecutive hours, between the hours of twelve (12) P. M. and eight (8) A. M.

Sec. 5. Thirty minutes for lunch shall be allowed on day, night and third shifts, the time for such to be designated by the union, and must be between third and fifth hour of shifts.

Sec. 6. All dailies that publish a Sunday issue shall be classed as a seven-day paper.

Members holding situations on seven-day papers shall not work more than six days in one financial week when a sub can be obtained.

Sec. 7. The scale of wages for all men employed on day, night and third shifts shall be \$30 per week.

Sec. 8. All time worked before and after the hours specified in sections 3 and 4 shall be paid for at overtime rates.

Sec. 9. That any photo-engraver on newspapers working two or more hours overtime must be allowed thirty minutes extra for lunch.

Sec. 10. Any photo-engraver having six or more photo-engravers under his charge shall not work at any branch of photo-engraving.

Sec. 11. All negatives and etchings made for newspapers, magazines, and newspaper syndicates, after once used cannot again be used, except for the same newspaper, magazine or newspaper syndicate it was originally made for.

Sec. 12. All wet-plate photography on newspapers must be done by journeymen photo-engravers.

Sec. 13. No foreman shall ask, and no chapel chairman shall allow, any journeyman to work more than eight (8) hours overtime in any one week, and any journeyman accumulating eight hours overtime in any one week shall take a day off in the next financial week.

Sec. 14. The foreman shall designate the regular day off, but shall not in any way have the appointing of the sub.

Sec. 15. The foreman shall designate the time for the men to report for work, and it shall be at the same hour every day or night, consecutively, for the full time.

Sec. 16. No foreman shall change the time of anyone without giving at least one week's notice.

Sec. 17. Priority laws must prevail on all newspapers and newspaper syndicates, and the different desirable shifts must be allotted to members according to length of term of service.

Sec. 18. All foremen shall be card members of Photo-Engravers' Union No. 1, I. P. E. U., and shall not be subordinate to anyone except the proprietor, editor-in-chief or business manager.

Sec. 19. The scale of wages herein presented shall in no case affect men who are getting over the scale at the time of its adoption.

Sec. 20. No apprentice shall be allowed on newspapers in this jurisdiction.

Sec. 21. Albumenizing glass, sensitizing or preparing zinc or copper, making of prints from negatives, either on paper or otherwise, the handling of stock cuts, pulling of proofs or preparing chemicals in any way must be done by journeymen.

CHAS. S. WALLS,
GEO. T. BARNARD.

THE PRINTERS' LEAGUE OF AMERICA.

As made clear in the account of the movement in the annual report of the Bureau of Mediation and Arbitration for 1906 (p. 106), the compositors' movement for an eight-hour day in the book and job printing industry in 1906 resulted in New York City in a severance of negotiations between the employers' association — the United Typothetæ of America — and the International Typographical Union, and a definite commitment of the employers' association to the maintenance of "open shop" conditions. This non-treaty situation with respect to the existing employers' association gave rise to the formation of a new organization of employing book and job printers expressly for the purpose of collective bargaining with the unions, and that avowedly not solely with a view to self-protection in such bargaining, but rather with the broader purpose of mutual co-operation of the two parties. This purpose gives the new association a somewhat unique character among employers' organizations.

The new organization bears the name of The Printers' League of America, New York Branch. Its founders have planned for a national organization after the model of the highly successful organization of the same character in the printing industry in Germany. Thus far, however, the organization has not extended beyond New York City, but there it has attained large proportions.

The movement was started in October, 1906, as the result of "considerable quiet discussion among the employing printers of New York City who employed union help as to the imperative necessity of some form of organization which would enable them to consult as a body with the various labor unions." * This discussion led to a suggestion that one of those interested should undertake to form such an organization. This suggestion was

* Statement by one of the leaders in the movement, Mr. Putnam Drew, in a pamphlet issued by the association entitled "A New Departure in the Printing Trade."

adopted and led to the sending of a circular letter to many of the employing printers in New York City who conducted union shops.

The author of this letter gives the following as its salient points:

"The fact that the Typothetæ has unequivocally declared for the open shop and a severance of any connection or recognition of union usages and rules, leaves the remaining employers without any means of conciliation or arbitration with the existing unions, and as it must be admitted that unions have to be reckoned with it has been very necessary to form an association which would become a medium of negotiation as between these bodies and the employers.

"In view of the above conditions the writer has been urged to take up the matter, and if possible form such an organization with practically nominal dues.

"Among the advantages it is evident that any dispute arising between employers and employees, either as individuals or in the broader sphere of wages and shop rules, could be talked over and arranged by the two bodies affected and have the authorization of representative organizations.

"One thing may be said regarding the utility of such a league is that the unions connected with the printing business have been universally correct in maintaining the integrity of any agreement entered into, and also that the present condition leaves the unions without any authorized information as to the condition and needs of the employer, for mutual benefit."

PUTNAM DREW.

As a result of this letter, several employers met on November 2d and adopted the following agreement for an organization:

"We, the undersigned, hereby agree to come together for the purpose of organizing an association to be known as "The Employing Printers' League of America," the purposes of which are to meet together in conference for the consideration of questions of labor and to become a representative body in all negotiations between employers and employees in New York, and also throughout the United States when a National Body shall come into existence.

"Its principal purposes will be consultations, conciliation and arbitration of labor problems, and the creation of a court of justice, to consist of three employers and three employees, for the adjustment of all differential opinions."

In addition to the adoption of this declaration of purpose, preliminary organization was effected at this conference under the following articles:

ARTICLE I. The name of this organization shall be "Printers' League of America."

ART. II. The membership of the New York branch of Printers' League of America shall consist of only such persons as own or manage, wholly or in part, printing establishments within a radius of fifty (50) miles of the City

III.166 NEW YORK STATE DEPARTMENT OF LABOR.

Hall of New York City, whose employees are members of recognized employees' unions.

ART. III. SECTION 1. The object of the Printers' League of America is to discard the system of making individual labor contracts and instead to introduce the more equitable system of forming collective labor contracts.

SEC. 2. The Printers' League of America shall also provide necessary means for successful and equitable adjustment of points in dispute under existing contracts, establishing a local trade court for this purpose.

ART. IV. The New York branch of the Printers' League of America shall be prepared to fraternize with similar branches of said League in other cities, when formed, and to amalgamate into a national body as soon as it shall seem advisable so to do.*

On December 11th a permanent organization was effected and the executive committee requested Mr. Henry W. Cherouny, vice-president of the League, to draft a constitution in accordance with the preliminary articles given above. Mr. Cherouny accordingly drew up a constitution which, together with proposed by-laws for the New York City branch of the League, were submitted to the members of the executive committee and to the officers of the Typographical Union.

At a meeting on January 15th, the executive committee voted to revise the by-laws of the New York branch and submit them to the members for adoption, and that the national constitution should be published for the consideration of the trade and future action. At a meeting of the New York branch in February, the by-laws were adopted and the publication of the national constitution was authorized.

The proposed national constitution, as frankly avowed by its author, is an adaptation of that of a national organization in the printing trade of Germany.† Mr. Cherouny, who is the head of the well-known Cherouny Printing and Publishing Company, was born in Germany and has long been a student of, and writer on, labor problems. His knowledge of, and interest in, German experience with such organizations appears, thus, only natural. But it should be said that his choice of the German Printers' League as model was not made without consideration of English experience and was a deliberate choice of the German model as being better fitted for American conditions. Following is the proposed national constitution:

* Reprinted from a pamphlet of the League, entitled "The Printers' League, How it is Constructed and What it Hopes to Accomplish."

† Cf. Fanny Imle, *Gewerbliche Friedensdokumente* — Jena, 1905, for an account of the German Printers' League.

DRAFT OF A CONTEMPLATED CONSTITUTION OF THE PRINTERS' LEAGUE OF AMERICA.

Respectfully submitted for the consideration of the Printing Trade by the Executive Committee of the New York Employers' Branch of the Printers' League, January 15, 1907.

PREAMBLE.

We, the printers of the United States, desiring for the sake of our well-being a lasting covenant of peace between us, hereby form the Printers' League of America, and by these presents do ordain and establish this Constitution: To the end that all differences regarding the conditions of labor may be settled by collective contracts in charge of one National and several District Joint Commissions.

ARTICLE I. THE PRINTERS' CONGRESS.

SECTION 1. *Powers.*— All legislative powers herein granted, and all powers to negotiate for and to conclude collective contracts shall be vested in a Printers' Congress, consisting of an equal number of employing and employed printers.

SEC. 2. *Qualifications of Members.*— No person shall be a representative in the Printers' Congress who shall not own or manage a union printing office or work in a union printing office in the district which he represents, and who shall not, when elected, be a citizen of the United States or Canada.

SEC. 3. *Printing Districts.*— The United States shall be divided into not more than fifteen Printing Districts. Representatives as well as contributions shall be apportioned among the several Printing Districts of this League, according to the number of men employed and the number of printing plants operated therein. Each District shall be entitled to at least three employing and three employed representatives with equal powers and privileges.

SEC. 4. *Vacancies.*— When vacancies occur in the representation of a Printing District, the National Joint Commission shall fill such vacancies by appointment for the unexpired term.

SEC. 5. *Speakers.*— The Employers' as well as the Employees' Branch of the Printers Congress shall select their own speaker and other officers.

SEC. 6. *Quorum.*— A quorum shall consist of two-thirds of all the representatives of either branch of the Congress. If there be more members present of one branch than of the other, the surplus members from the district not fully represented shall have the right to speak, but not to vote. If on any question an equal majority of each branch of the Printers' Congress cannot be had, the point in dispute shall be referred to the constituency at large. (On this point I am in doubt whether or not prominent outsiders should be asked to arbitrate.)

SEC. 7. *Division into Three Classes.*— Immediately after the two branches of the Printers' Congress shall be assembled in joint session, they shall be divided into three classes. The seats of the representatives of the first class shall be vacated at the expiration of the first year; of the second class, at the expiration of the second year; of the third class, at the expiration of the third year; so that only one-third of the whole number of representatives may be chosen every year.

SEC. 8. *Each Branch to be Judge of Qualification.*— Each branch of the Printers' Congress shall be sole judge of the qualification of its representatives.

SEC. 9. *Meetings of Congress.*— The Printers' Congress shall assemble once a year. But the speakers of the Joint Commission of the National League shall have power to convene the Printers' Congress at any time.

SEC. 10. *Time, Place and Manner of Elections.*— The time of elections shall be fixed by the joint commissions of the District Leagues. The manner of election shall be as follows: The employers' and the employees' unions located in the districts shall each separately nominate a sufficient number of candidates to give expression to such platforms as may be presented. The ballots shall be printed and handed to each member of the League, who contributes his due share to the general funds. The chapel chairmen shall collect the ballots from the employees in sealed envelopes. The local societies of the employers shall collect the ballots of the employers, by mail or otherwise. Both shall send the ballots to their branch of the Joint District Commission, who shall count the votes and qualify the person having received a majority of all votes cast.

ART. II. POWERS OF THE PRINTERS' CONGRESS.

SECTION 1. *General Powers.*— The Printers' Congress shall have power to determine the rules of its proceedings, and with the concurrence of two-thirds of each branch it may expel a member, and impeach any officer of the National League. It shall keep a journal of its proceedings, and from time to time publish such matter as, in the judgment of the Executive Joint Commission, shall not be deleterious to the interests of the National League.

SEC. 2. *Special Powers.*— The Printers' Congress shall have the following powers:

1. To fix the minimal wages and hours of labor, valid for the United States.
2. To fix the number of apprentices to the trade.
3. To promulgate equitable working-rules, valid for every printing-office.
4. To legalize local additions to the minimal rate and standard day, as well as local peculiarities of the working-rules, upon the request of the District Joint Commissions.
5. To make such laws as shall be necessary and proper from time to time to carry into execution the foregoing powers and stipulations of the common scale; and to advance the common weal of the trade.
6. To establish, as soon as possible, high schools for the advancement of employees; and evening schools in the principal printing districts for the theoretical advancement of duly registered apprentices.

III.168 NEW YORK STATE DEPARTMENT OF LABOR.

7. To establish a central and as many local labor bureaus as may seem convenient, in order to equalize the supply of reliable and loyal labor in the United States.

8. To collect funds wherewith to pension superannuated employees who have been faithful to their employers at least forty years and have been loyal to the Printers' League of America since the first five years of its establishment.

ARTICLE III. LIMITATIONS OF THE PRINTERS' CONGRESS.

SECTION 1. *Appropriations.*— No money shall be drawn from the treasury of the Printers' League except through appropriations made by resolution of the Printers' Congress. All checks and drafts on the treasury must have the signature of both the speakers and treasurers of the National Joint Commission. The finance committee of the Printers' Congress shall determine where the deposits of the League are to be placed for safe keeping. A complete statement of the receipts and expenditures shall be published from time to time.

SEC. 2. *Bills of Attainder.*— No printer of good character shall be excluded from membership on account of his relation to employers' and employees' unions previous to the formation of the Printers' League.

SEC. 3. *Existing Contracts.*— No law shall be made to abrogate existing contracts between employers' and employees' unions.

SEC. 4. *No Separate Contract.*— No District League or printers' associations existing within the jurisdiction of the League shall renew existing contracts or enter into new special agreements, or strike for any grievances whatsoever. When particular conditions of labor are needed by certain communities, notice of the causes thereof must be given to the District Joint Commission, and the National Joint Commission may temporarily grant or refuse such particular arrangements until the meeting of the next Congress.

SEC. 5. *Treaties.*— All treaties with other trade bodies entered into by the National Joint Commission and ratified by the Printers' Congress shall have the same validity as this Constitution.

SEC. 6. *Amendments.*— Two-thirds of both branches of the Printers' Congress assembled may propose amendments to this Constitution. Such propositions shall be submitted to the membership and embodied in this Constitution if two-thirds of the loyal employers and two-thirds of the loyal employees vote in favor of it. The manner of voting on amendments and on other questions of vital importance shall be as described in Article I, Section 9.

ARTICLE IV. THE NATIONAL JOINT COMMISSION.

SECTION 1. *Executive.*— The executive power of the Printers' League shall be vested in the National Joint Commission and the subordinate District Joint Commission.

SEC. 2. *Members.*— The National Joint Commission shall consist of the speakers, secretaries and treasurers of the Printers' Congress, and of a committee of three employers and three employees who live at or near the seat of the Commission and are members of the Printers' Congress. Appointments to this office are to be made by the Congress. The secretaries are to be salaried and must be capable of passing a civil service examination. Tenure of office is for the paid officers of the Commission during good behavior; for the co-ordinate members, as long as they are members of the Congress.

SEC. 3. *Functions.*— The duties of the National Joint Commission are as follows:

1. The execution of all resolutions of the Printers' Congress.
2. Preparation of lists showing all loyal firms, and also of all firms affiliated with the League.
3. Expansion of the League.
4. Preparation of statistics on the number and condition of employees and apprentices in all parts of the country; the cost of living, etc.
5. Mediation between employers and employees in all such cases as cannot be settled by the local trade courts provided for hereafter; and in such cases as cannot be conciliated by the District Joint Commissions.
6. Keeping authentic records of all communications concerning the League, as well as the preparation of a commentary to the collective contract on the basis of the decisions of the trade and appellate courts.
7. Opening of a central intelligence office for the district labor bureaus.
8. Ordering of general and special elections.
9. Registration of all applications for amendments or for local changes of the collective contract, and performance of all such things as seem necessary for the benefit of the Printers' League.

ARTICLE V. SUBORDINATE JOINT COMMISSION.

SECTION 1. *Members.*— Subordinate to the National Joint Commission are the District Joint Commissions. They are to consist of three employers and three employees living in the city where there are the greatest number of printing offices in the district. They are nominated and elected like the representatives of the district, as prescribed in Article I, Section 10. They shall serve three years; but after the first year one member of each branch shall resign, to be replaced by one newly elected; after the second year, another; and after the third year, another, so that there may be a renewal of the whole body every three years. They shall employ a permanent secretary, with tenure of office during good behavior.

SEC. 2. *Functions.*— The duties of the District Joint Commissions are:

1. To furnish the material for all statistics pertaining to the printing trades kept by the National Joint Commission.
2. To present the causes for demands for the local additions to the legal minimal rate of wages, thus to adapt the General Collective Contract to the requirements of all localities.
3. To institute local trade courts for all differences between individuals and employers, or their superintendents and foremen, and to fix an equitable order of procedure in all cases.
4. To open local labor bureaus, and, if possible, to prepare statistics of the average number of employed and unemployed workingmen.

5. To act as first courts of appeal in all cases which the local trade courts do not settle.
6. To collect the contributions laid by the Printers' Congress on the members of the League, and to deliver them to the National Joint Commission, against receipts from the general treasurer.
7. To open local schools for apprentices wherever possible.
8. To keep statistics of all accidents to employees while at work, and of all superannuated employees of the districts and their record.
9. To do all such things as are beneficial for the common interests of the printing trade.

In offering this draft of a constitution, the author frankly said: "My knowledge of popular organizations is mere book knowledge. I have no experience whatsoever of parliamentary life. Therefore, the language of the present draft, as well as the various clauses, must be very faulty, and I rely on men of experience to perfect the work." But whoever should undertake to adapt the constitution to the actual needs of the printing trade would need, he said, to be mindful of certain principles, and these latter it is worth while reproducing here in order to set forth in full the author's idea of the organization:

1. American political and business customs are the outcome of the national life of our people under representative institutions. This Constitution must, therefore, be in accordance with established American views and usages.
2. All employing and employed union printers must be considered *eo ipso* members of the League, no matter whether they are active members of trade societies or not.
3. The separate interests of the employing and employed printers are involved in the question of wages and time of labor. As these are defended by the existing trade societies, the Printers' League must guarantee the right of workingmen and employees to belong to separate trade societies.
4. The common interests of employing and employed printers are: The universal recognition of a standard rate and normal day; peace and justice in daily intercourse; stability of business and employment; education of the apprentices and provision for the superannuated. As these uniting principles are more important than the separating principles, the League must be built over and above the existing bodies, and its organism must be separated from the organisms of the trade societies.
5. Class interests change with the change of industrial conditions which are beyond the reach of the League. Therefore the existing employees' and employers' union should be endowed with the privilege of taking the initiative in the formulation of platforms and nominations of candidates, in order to manifest the progressive spirit of the membership.
6. Common interests remain identical under all conditions of industry. The officers of the League should, therefore, be elected by the membership at large, so that it may continue its work peacefully, even when the trade societies are agitating the printing world with new propositions, and, also, to balance the ever active radical element by the quiet and conservative membership of the League.
7. Each clause must breathe the spirit of justice; that is, in our case, each clause must be a part of a common rule, by which all can prosper — the apprentice, journeyman, foreman and employer.

The by-laws of the New York branch of the League as adopted in February, 1907, are as follows:

BY-LAWS OF THE NEW YORK BRANCH, PRINTERS' LEAGUE OF AMERICA.

[Adopted February, 1907.]

ARTICLE I.

OBJECTS.

SECTION 1. *General Object.*—The purpose of this League is to abolish in the printing and allied trades the system of making individual labor contracts and to introduce the more equitable system of forming Collective Labor Contracts.

SEC. 2. *Special Object.*—It is also the object of this League to establish, in conjunction with the representatives of the employees' unions, the necessary

III.170 NEW YORK STATE DEPARTMENT OF LABOR.

organisms for collective negotiations, and to defend the common interests of the printing trade as well as the special interests of the Employers' Branch thereof; furthermore, to nominate representatives of the employers in the National and District Joint Commissions of the Printers' League of America, and finally, to do whatsoever is possible to establish local and national common trade courts for the adjustment of points in dispute under existing collective contracts.

SEC. 3. To prevent by mutual consultation and conciliation all strikes or strife between employer and employee, and as a means thereto to use the methods embodied in sections 1 and 2, and to make agreements that if impossible to harmonize any matter it shall be arbitrated by an expert or experts in the business who is not at the time interested; such arbitration to be recognized by all parties thereto.

ARTICLE II.

MEMBERS.

SECTION 1. Any person who owns or represents a printing establishment, wholly or in part, within a radius of fifty miles of the City Hall of New York, can become a member of this League; provided, however, that he abides by the laws and usages of the Printers' League of America.

ARTICLE III.

OFFICERS.

SECTION 1. The officers shall consist of a president, vice-president, secretary, treasurer, and an executive committee. The executive committee shall consist of five members, together with the president, vice-president, secretary and treasurer.

SEC. 2. The officers shall be elected every year by the League. The members of the executive committee shall be appointed by the president, subject to the approval of the body, in such a way that only two of the whole number of members are renewed every year.

ARTICLE IV.

FUNCTIONS OF THE OFFICERS.

SECTION 1. The officers shall perform the duties usually incumbent on society presidents, vice-presidents, secretaries and treasurers.

SEC. 2. The executive committee shall open communication with all employing union printing houses of the district of New York, and also fraternize with similar branches of the Printers' League of America.

SEC. 3. The executive committee shall also open communication with all employees' unions in the printing trades in the district of New York for the purposes set forth in article I of these by-laws, and endeavor from the start, until the National Printers' League shall have been formed, to establish a board of conciliation, acting, if possible, in conjunction with the existing board of conciliation of the Newspaper Publishers' Association; but if this is not possible, to conclude a similar treaty in the name of the union book and job printers.

ARTICLE V.

INITIATION FEE AND DUES.

SECTION 1. The initiation fee of this League shall be five dollars. The regular dues shall be two dollars per month.

ARTICLE VI.

MEETINGS.

SECTION 1. Regular meetings shall be held quarterly, or at the call of the president. The executive committee shall meet weekly whenever necessity requires.

SEC. 2. Officers or members of the executive committee who do not attend the regular or called meetings for two consecutive meetings without sending satisfactory reasons for same, shall be deemed to have vacated their office and a new appointment may be made.

SEC. 3. The order of business at each regular meeting shall be as follows:

1. Calling of the roll.
2. Reading and adoption of the minutes.
3. Reports of officers.
4. Reports of the executive committee.
5. Reports of special committees.
6. Regular business.
7. Special business. At special meetings the special business shall be taken up immediately after the roll call.
8. New business.
9. Election of officers.

ARTICLE VII.

AMENDMENTS.

SECTION 1. These by-laws may be amended by a two-thirds vote, at any regular meeting, but no amendment shall be entertained unless it shall have been proposed in writing at the next previous regular meeting.

The first meeting of the New York Branch of the Printers' League after full organization was held on March 2, 1907. At a meeting two months later (April 26th) it was stated that since the March meeting the membership of the Branch had more than trebled and then numbered 53. Since then there have been a few changes in the membership, but the total has remained almost exactly the same. A list of members for February, 1908, contains the names of 52 firms. These firms employed in 1907 a total, in round numbers, of 5,500 shop hands. There were at least 33 firms each of which employed 50 hands or more, 15 with forces numbering over 100 employees each, and 7 with from 200 to upwards of 500 employees.

As already noted, the by-laws of the New York City branch of the League, at the time of their adoption, were submitted to the officers of the compositors' union, the International Typographical Union No. 6. The executive council of the union, through its secretary, on January 19, 1907, announced that it was "prepared to meet the representatives of the new organization of employers, as soon as the organization is on its feet." In April at a meeting of the executive committee of the League, attended,

III.172 NEW YORK STATE DEPARTMENT OF LABOR.

at the suggestion of the former, by representatives of Typographical Union No. 6, the president of the League made the following proposal of an arbitration agreement between the New York League and No. 6:

The Printers' League of America (New York branch) and Typographical Union No. 6, being desirous of entering into an agreement for the purpose of maintaining an era of peace or their mutual advancement and prosperity, do hereby agree in all instances to consult by committee, trade court or otherwise, and to conciliate, if possible, any controversies, disagreements or misunderstandings, and if impossible to arrive at an amicable understanding, then and in all cases to submit to an arbitration of such matters, the committees being composed of an equal number of employees and employers, who shall appear and state their case before the arbitrator, who shall be selected by mutual consent, and that each body hereinbefore stated shall now appoint a committee to arrange a schedule of prices, which shall be known and published as the Printers' League of America Scale of Wages, and also that Typographical Union No. 6 shall be and now is considered a member of the Printers' League of America for the purposes for which it has been organized.

At the June meeting of No. 6, members of the League were in attendance and made addresses concerning the purposes of the League. During the summer, however, the negotiations with No. 6 appear to have remained at a standstill, but in November the president of the League sent the following letter to the president of No. 6:

Mr. JAMES J. MURPHY, *President, Typographical Union No. 6:*

As it is the aim of the Printers' League of America (New York branch) to not only make contracts for the arbitration of whatsoever questions may arise between employers and employees, but to have the same ratified by the body before which such agreements are brought, I beg to request that you appoint a committee to meet a like committee from the league to consider the constitution and by-laws of the league, and to report back to Typographical Union No. 6 in conference.

Knowing as I do that you, as well as the league, have the peaceful solution of all questions affecting the stability and prosperity of our trade at heart, I beg of you if you do not consider the time propitious to so say before action. We, on our side, deem that now would be a good time to take this action, but would defer to your judgment in this matter.

Faternally yours,

CHARLES FRANCIS,

President Printers' League.

President Murphy presented this letter to the union, which instructed him to comply with the request, and on November 19th the committees representing the two organizations met. This meeting was devoted to a consideration of the arbitration agreement proposed by the League in April, in the form as above quoted except for the addition of a paragraph reading:

"Nothing in the above is intended to conflict with any present or future laws that may be enacted by the International Typographical Union."

From the conference the proposed agreement was taken by the union's committee for presentation to the union at its December meeting. This agreement, however, was not adopted. But during December, at the League's request, the union prepared a form of agreement for the consideration of the League. This was the subject of a conference between the executive committee of the League and a committee from the union on January 2d, at which a number of amendments were offered by the League, the result being that an amended form of the agreement was adopted by the conference and recommended for adoption by the two organizations. On February 2d the agreement came before the union at its regular meeting, which was attended by a committee from the League for the purpose of speaking on the League's amendments if desired. On motion, the agreement was made a special order for the March meeting of the union. On February 7th the agreement came before a meeting of the League and was referred back to the executive committee with power to act. Finally the agreement was ratified by the union at its meeting on March 1st and two days later received the signatures of the presidents of the two contracting organizations.*

Coincident with the proceedings which culminated in the above agreement with the compositors, negotiations were being conducted with the unions of pressmen and press feeders. The essential facts as to these negotiations appear as follows.*

The first collective bargain made by the League was with the press feeders and assistants in their Franklin Association No. 23, which is a local of the International Printing Pressmen's and Assistants' Union. This was embodied in two agreements (reprinted in Part V of this report), these being only preliminary to a more formal contract as explicitly provided for in the second agreement.

Shortly after the above agreement with the feeders was entered into, the New York Printing Pressmen's Union No. 51 presented to the League a new scale of prices, proposing as alternatives either a reduction of hours from 9 to 8 per day at the existing wage rate of \$22 per week or a continuance of 9 hours per day at \$24 per week. Discussion of this proposition at a meeting of the League on April 26th led to the appointment of a committee of

* See copy of this agreement in March, 1908, Bulletin of the Department of Labor, p. 20.

† The following account is based on information received from the parties by the Department and on reports of proceedings from time to time in *The Printing Trade News*, a monthly trade journal.

III.176 NEW YORK STATE DEPARTMENT OF LABOR.

mittee and, after some minor amendments to the Trade Court constitution, were indorsed by that committee at its meeting on February 7th. At that meeting also it was decided to submit the constitution for the Trade Court to joint conference of committees from the League and the unions. Consideration of both the Trade Court and the Court of Honor is now pending, but the plans for each, as indorsed by the executive committee of the League, are given herewith:

CONSTITUTION AND BY-LAWS OF THE PRINTERS' TRADE COURT OF NEW YORK.

Proposed for the Printers' League of America, 1908.

SECTION 1. Purpose.—The Printers' League of America, New York branch, by these presents, establishes a trade court for the trial of all complaints by and against employees and employers or their officials arising from their labor conditions; also, for the settlement of all differences of interpretation of collective contracts existing within the jurisdiction of Printers' League.

SEC. 2. Construction.—(a) The trade court shall consist of employing and employed printers in equal numbers. Its members shall be elected for the period fixed for the validity of the collective contracts governing the labor conditions. Past members are eligible for re-election. The employers' and employees' organizations nominate at least three, but not more than five, candidates for each judgeship. The membership of both sides of the Printers' League elects by sealed ballots. Elections of judges from the employees' side are held in the printing-offices belonging to the League under the supervision of the chapel chairmen, if satisfactory to the Unions. Elections of judges from the employers' side can be made by mail under the supervision of the regular officers of the Printers' League.

(b) There shall be at least two, or at the most five, judges from the employers' side, and the same number from the employees' side, one judge to serve three years; one judge to serve two years; one judge to serve one year, retiring one judge each year and the vacancy filled by election. Each branch of the trade must be represented in the trade court.

(c) Alternates shall be those candidates who receive the largest minority vote of the constituents.

(d) If it is impossible to have a general election of judges, the presidents of the organizations represented in the League may appoint a sufficient number of judges and alternates from their organizations, who shall act temporarily until the membership at large can elect their own judges.

SEC. 3. Jurisdiction.—(a) The printers' trade court has jurisdiction over every complaint which may arise from violations of existing collective contracts. Beside this, the court decides disputes on the scope and meaning of any clause of existing contracts. Individual employers and employees working together under collective contracts may bring every wrong to the attention of the court. Cases arising under the collective contract shall require judges elected by their respective organizations.

(b) The Printers' trade court may also decide *Cases in Equity*. This means that the court shall be empowered to try cases which are not covered by the letter of collective contracts, but which concern general unfairness or bad behavior of employees and employers in all relations of the workshop.

(c) Cases in equity require that the employees' bench be composed of at least two compositors, one pressman and one feeder. The verdicts of the court on this score take the character of legal opinions. Fines, advices or censure belong to the organizations of the printing trade.

SEC. 4. Relations of Union Officers to the Trade Court.—(a) The presidents, secretaries and treasurers of the unions composing the Printers' League shall not be judges of the trade courts. But they may be present at the sessions and speak as advisers to the judges and complainants and defendants. Chapel chairmen shall have the right to act as attorneys of any employee, if the same desire so. The trade court may call upon any member to give testimony in reference to any case. Professional lawyers shall not be admitted in their capacity as attorneys, but only as juris consults of the whole body of trade-court judges.

SEC. 5. Verdicts.—(a) Verdicts rendered by a two-thirds majority of all judges present at a session are final.

(b) Verdicts rendered by a simple majority are appealable, if so desired. At present the joint executive committees of both sides may be convened to act as a court of appeals.

(c) In case the printers' trade court cannot arrive at a verdict, a board of arbitration shall be selected by the presidents of both sides to try the case. A board of arbitration, so called, may elect its own president, who shall have the power of an umpire, whose verdict is final. These regulations on appeals will be valid until the time arrives that the collective contracts are made by the national bodies and until the national organizations shall provide for a judicial establishment to suit the whole trade.

(d) Verdicts signed by the chairmen and secretaries of the trade courts shall be sent in writing to the parties of each case as well as to the representatives of their organization. The organizations of employees and employers are authorized to carry out judgments rendered in due form.

BY-LAWS.

SECTION 1. Organization.—(a) The printers' trade court constitutes itself by the choice of an employers' and employees' chairman and secretary. Officers so chosen may serve only for one session or for a term of any convenient length.

(b) The chairmen of both sides preside on each alternate case. All officers shall jointly do the current work of the court.

(c) If one of the regular chairmen is absent, the present members of their side may select another from their midst or from the alternates.

SEC. 2. Complaints.—(a) Complaints and requests must be made in writing and filed with the secretary of the employers' or employees' side.

(b) Complaints must be based on stipulations of the ruling collective contracts.

(c) Requests for sessions in equity must state the facts in writing on which they are based.

(d) Complaints and requests received by the secretaries of one branch must be forthwith communicated to the secretary of the other side.

SEC. 3. Sessions.—(a) There shall be a session of the printers' trade court at least once in a month, but more often if circumstances require it.

(b) The presidents of the organizations of the employers and employees may, through the secretaries of the court, call special sessions within forty-eight hours after complaints are filed.

(c) A judge unable to appear must at once secure the services of his alternate and advise the chairman of his condition.

(d) The sessions are public. But the consultations after hearing the cases may be either secret or public, according to the pleasure of the court.

SEC. 4. Verdicts.—(a) Both chairmen have the duty and right to settle all cases by conciliation out of court. They must report the facts of so-settled cases to the court at its next session.

(b) Verdicts can be delivered when at least two judges of each side have tried the case.

(c) Verdicts are valid only and solely when an equal number of judges from each side have tried the case.

(d) In case there are present at any session more judges from the employers' side than from the employees' side, or reversedly, then the surplus judges shall have a consulting voice only and not a vote on the verdict. The side having more judges present than are required shall determine by lot who is to consult only and not vote on verdicts.

(e) When judges are parties to a case they shall not sit on the bench.

(f) Verdicts, together with the complaints and ballots cast thereon, must be duly recorded and signed by the chairmen of both sides.

SEC. 5. General Rules.—(a) The trade court has the usual powers as to the calling of witnesses.

(b) If a judge or a witness is compelled to lose time for the sake of doing trade court duty, he shall be compensated therefor by the organization to which he belongs.

(c) Eligible for judgeship are union printers, age of judge to be above thirty years, who have a good record in their social, family and trade life. The trade court as a body, and the organizations of each branch of the trade, either singly or all together, have power of indictment of any judge. The power of removal upon a fair trial rests with the organization that elected the indicted judge.

THE PRINTERS' COURT OF HONOR.

Proposed for the Printers' League of America for the District of New York.

PREAMBLE.

Whereas, There is no authority to define and to preserve good business custom to govern the intercourse of the printing trade with other trades; and

Whereas, Unprincipled members of the printing trade disregard the moral bounds of their business liberty to such an extent that the moral standard of the whole trade is deteriorating; and

Whereas, It is desirable that well-meaning persons dealing with the printing trade should know of a trustworthy authority to answer questions as to right and wrong guiding their intercourse with individual printers; and

Whereas, It is most desirable to counteract the present pernicious expert system in practice at our civil courts;

THEREFORE BE IT RESOLVED, That the Printers' League of America by these presents do establish the printers' court of honor in the city of New York.

SECTION 1. Jurisdiction.—(a) The printers' court of honor is to decide questions of right and wrong, fair or unfair, arising between printers competing with each other for the same work.

(b) This court is to decide questions as to what is fair and unfair in disputes between customers and printers.

(c) It is to act as a court of arbitration in all cases where customers and printers prefer a settlement of their controversies out of court on a fair and equitable basis.

(d) If called upon, the printers' court of honor shall name and delegate experts for our civil courts.

SEC. 2. Construction.—(a) The printers' court of honor shall consist of the judges of the trade court, who shall call in one suitable publisher, who is also a printer. The judges of the employees' side shall call in one salaried manager or bookkeeper, who need not be a member of typographical associations.

(b) The officers of all printing trade organizations have the right of the floor, but no vote. Trials are public. Deliberations of the judges are private.

III.178 NEW YORK STATE DEPARTMENT OF LABOR.

(c) The printers' court of honor shall choose the chairman and his alternate from the employers' side, and the secretary and alternate from the employees' side. They may appoint a stenographer who is not a member of the trade.

SEC. 3. Verdict.—(a) The court is competent to deliver opinions when at least two judges of each side and one publisher-printer and one bookkeeper or general manager are present. In cases of an unequal number of judges from one or the other side the rule of the trade court (By-Laws, section 3c) holds good.

(b) A simple majority of the judges present shall be competent to deliver an opinion. But the minority shall also have the right to hand in an opinion. Both must state the reasons of their decision. Opinions with their reasoning must be in writing.

(c) Lawyers can appear only as *juris consults* of the whole body. Neither party to a case can be represented by an attorney. Speakers on any case are admitted in the order in which they have applied for the floor.

(d) In case of a tie, the opinions of both sides are submitted to an arbiter agreed upon by all the judges of the court of honor.

(e) Actions upon opinions are left to the organizations of the printing trades or their appointed officials. The court cannot execute judgments or act upon opinions.

SEC. 4. Complaints or Requests.—The rules stated in the by-laws of the printers' trade court, section 2, hold good.

SEC. 5. Sessions.—The rules given in section 3, by-laws of printers' trade court, hold good.

SEC. 6. General Rule.—Judges or witnesses compelled to lose time for the sake of duties imposed by this court shall be compensated by the organization from which they come.

V.

JOINT TRADE AND INDUSTRIAL AGREEMENTS.

[NOTE. — The Department of Labor has for several years made a point of collecting trade agreements entered into by employers and employees of this State, in order to have available such important information as they contain respecting wages, hours and other working conditions in New York industries. The agreements are collected through co-operation between the Bureau of Mediation and Arbitration and the Bureau of Labor Statistics and are filed by the former Bureau and printed in its annual report for public information. The present report contains the text of those agreements signed in the year ended September 30, 1907, of which the Department has been able to secure a copy. The number of these is 191. This is not a complete collection of the new agreements of the year as it is necessarily confined, for the most part, to agreements that have been printed. In numerous cases an agreement between a single employer, like a street railway company, and his employees exists only in the original manuscript and copies are to be obtained only at the cost of considerable trouble and expense. The collection, however, embraces the more important of new trade agreements affecting wage earners in this State which were entered into during the year. The agreements here reproduced constitute, of course, only a portion of the whole number in force in this State in 1907. A large number of agreements made during the last year or two were for periods which leave them still in force this year. More than 100 of these may be seen in the annual report for 1906 and a few others in the 1905 report. Altogether the Bureau's files contain above 400 agreements which were in force during some part of the report year 1907 and this, as above intimated, is not a complete collection of such agreements.]

I. STONE, CLAY AND GLASS PRODUCTS.

CEMENT WORKERS, SYRACUSE.

[Reported by union as signed by six employers. In force March 1, 1907, to January 1, 1908.]

Ten hours shall constitute a day's work.

Finishers' wages shall be, from the 1st of April till the 19th of November, inclusive, twenty-four dollars (\$24) per week, or fifty cents per hour.

Overtime shall be reckoned time and a half.

Sundays and all legal holidays shall be reckoned double time.

From the 20th of November till the 21st of March, inclusive, the scale will be forty cents per hour for all time.

Helpers' wages shall be for the first year ten dollars fifty cents (\$10.50) per week, or 20 cents per hour. For the second year, twelve dollars (\$12) per week, or 22½ cents per hour. For the third year thirteen dollars fifty cents (\$13.50) per week, or 25 cents per hour.

GLASS BOTTLE BLOWERS' NATIONAL AGREEMENT.

[Following are the working rules adopted by the Glass Bottle Blowers' Association of the United States and Canada and the National Glass Vial and Bottle Manufacturers' Association. The seventy-five page list of prices which precedes these rules in the agreement is too long to reproduce here.]

RULES AND REGULATIONS.

SECTION 1. Prices, rules and regulations established by the joint committee cannot be changed or deviated from in any manner by the action of any local branch, individual blower or manufacturer offering or accepting a higher or lower price, or ignoring any of the rules.

SEC. 2. All ware on this list shall be subject to the full price, excepting Mason and Mason's improved fruit jars, they to be forty-five (45) per cent. off the net list. All other blowover fruit jars shall be thirty-five (35) per cent. off the net list, regardless of the use to which they may be put. All

III.180 NEW YORK STATE DEPARTMENT OF LABOR.

twisted ware up to and including 24 ounces weight to pay ten (10) per cent. additional to the regular listed price. For all ware blown from opaque glass there shall be a charge of fifty (50%) per cent. additional to the list price.

HOW SHOPS SHALL WORK.

SEC. 3. Two blowers shall constitute a shop in places where ring is cast, or three blowers when finished at the glory-hole. In no case shall more than three blowers be employed when finishing at the glory-hole, or more than two when ring is cast.

SEC. 4. No member of this association shall be allowed to work in a glory-hole shop with a gathering boy where three men are employed. It shall be optional with the employers to place a gatherer in a shop of two members, but only on ware twenty-six ounces in weight and upwards. This section not to apply to the turn-mould shops, which, in all cases, shall be furnished with a gatherer.

SEC. 5. No member shall be allowed to work a single place when there is a member idle competent to fill the place.

SEC. 6. If for any reason one member of a shop is absent and there is no idle member present to fill the place, the two remaining members shall work the shop without a gathering boy, until return of absent member, or another member can be procured to fill the place.

SEC. 7. Where shops are furnished with a knocking-off or a pulling-off boy, three men shall constitute a shop and shall not be furnished a gathering boy on any weight of ware.

SEC. 8. In tank furnaces where blowover jars are made, and ware is bursted off in the mould, no gathering boy shall be allowed, and three men will make a shop; but in pot and tank furnaces, where the jars are taken out of the mould by the blowers, two men and a gathering boy will constitute a shop.

SEC. 9. Blowers making oil cans shall be allowed a gathering boy.

SEC. 10. Manufacturers must furnish all blocks, tools, punties, pipes, and other necessary factory equipment.

WORKING TIME, STOPS AND HOLIDAYS.

SEC. 11. Eight and one-half hours per day (actual working time) shall constitute a day's work, commencing to blow at 7 o'clock in the morning, fifteen minutes for tempo, and one hour for dinner, and fifteen minutes for tempo at 3 P. M., and stop work at 5 P. M., except on Saturday, when there shall be no afternoon tempo and work shall stop at 4 P. M. The night shift to work eight and one-half hours also, and no Saturday night work.

SEC. 12. We shall stop fifteen minutes for each and every open pot to set, and thirty minutes for every monkey covered pot, and one hour for large covered pot; that we do not take pots out at the end of the blast.

SEC. 13. The following named holidays shall be observed in the United States: Labor Day and night; Thank-giving Day and night; Christmas Eve, day and night (and the day set apart when Christmas falls on Sunday); and Decoration or Memorial day and night.

SEC. 14. Victoria Day shall be observed in Canada instead of Decoration Day.

SEC. 15. Hereafter no factory or factories are to be stopped for the purpose of attending funeral of a deceased member, but branches will appoint pall-bearers or a suitable committee to attend funeral.

SEC. 16. No glass shall be made or blown during the months of July and August, 1908.

NOTICE TO QUIT OR DISCHARGE.

SEC. 17. Any member holding a regular place desiring to quit work, must give notice to the manufacturer, and shall work five consecutive blowings afterward, in his regular place. Manufacturers desiring to discharge a member must give him the same notice, with the same rights. The member or firm giving or receiving such notice shall immediately notify the factory committee of same, and under no consideration shall a card be granted or settlement made during the season unless this rule has been fully complied with. This rule not to be so construed as to prevent a blower being discharged upon sight for violating this rule, or drunkenness.

BAD GLASS AND LADLING.

SEC. 18. Members shall not wait longer than two and one-half hours from starting time, day or night shift, on bad glass; it shall be understood that the time of two and one-half hours means that the members during that time shall use every reasonable effort to get the glass in proper condition. But where the manager or firm requests them to work said glass previous to expiration of said time, by paying them for ware blown from said glass, they shall be permitted to do so.

SEC. 19. No blower shall be allowed to ladle out glass.

PAYMENTS, SETTLEMENTS, ETC.

SEC. 20. All members shall be compelled to receive not less than twenty (20) dollars a week in cash, or forty (40) dollars every two weeks in cash, and all settlements shall be in cash. There shall be no deductions for private accounts or bills against members. The second pay day of each month shall be designated as the day to ask for and receive extra money when due, provided three days' previous notice be given.

SEC. 21. Each firm shall make a cash settlement within two weeks after the fire goes out.

SEC. 22. Members quitting or being discharged and a firm refusing to give them their settlements, it shall be the duty of the factory committee to see that members' ware is packed and a settlement made within one week after the last blowing, and also see that all just indebtedness due firm shall be settled at the same time.

SEC. 23. That a monthly statement of each blower's earnings be furnished the factory committee.

RULES GOVERNING THE MAKING, FINISHING, ETC., OF BOTTLES NOT SPECIFIED IN THE LIST.

SEC. 24. Blowover ware shall be rated five-sixth ($\frac{5}{6}$) the price of finished ware, excepting fruit jars and oil cans and all ware provided for in this list.

SEC. 25. All grinding ware shall be ten (10) per cent. extra.

SEC. 26. Corrugated inside finish shall be one cent per dozen extra.

III.182 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 27. There shall be no extra charge for ware finished with the sanitary seal.

SEC. 28. Ware with extra wide mouth shall be three (3) cents per gross above the price of wide mouth.

SEC. 29. When blowover bottles or fruit jars are made in a shop with finished ware, it shall be the same price as if finished.

SEC. 30. On all ware made above standard weight there shall be a charge of one-half ($\frac{1}{2}$) cent per dozen for each additional ounce.

SEC. 31. On all ware below standard weight there shall be no reduction in price.

SEC. 32. All ware not specified in this list shall be rated at the same price, and subject to the same rules, in regard to weight, as those specified in the bracket, which they resemble in size, shape, weight, and finish.

SEC. 33. All screw-top finished ware to be one (1) cent per dozen extra, except where the screw is blown in the mould.

SEC. 34. All patent inside-screw finish shall be two (2) cents per dozen extra, or an average day's work.

SEC. 35. Practical inside-closure finish shall be three (3) cents per dozen extra. Outside-closure finish shall be one (1) cent per dozen extra.

SEC. 36. When bottles are gauged for two or more finishes the sum of fifty (50) cents per gross extra shall be added to the established price for blowing.

SEC. 37. Manufacturers shall allow one-quarter ounce each way from one-half to six ounces in weight inclusive; above six ounces to twelve ounces inclusive, one-half ounce each way. Above twelve ounces to thirty-two ounces inclusive, one ounce each way. Above thirty-two to forty ounces inclusive, one and one-half ounce each way. Above forty ounces, two ounces each way.

SEC. 38. Pinched rings finished shall be one (1) cent per dozen extra.

SEC. 39. All lettered or numbered ware twisted shall be one (1) cent per dozen extra.

SEC. 40. Stamped ware shall be four (4) cents per dozen extra where blower gathers glass for stamp, but where gatherer is furnished for this work the price shall be one (1) cent per dozen extra.

SEC. 41. That the prices set on new bottles at the various branches during the blast shall remain until changed by joint wage committee.

SEC. 42. Members when called upon to blow for a finishing machine, if put to a loss on account of a faulty machine, shall be paid their average day's work, and in no wise will they be paid or receive less than \$5.00 for a day's work.

SEC. 43. The wages for a shop working day work shall be the same as the average daily wages of the same shop, for the previous month, or a less period when a settlement is made oftener.

SEC. 44. Blowers having their ware condemned, it must be set aside for inspection and must be examined by the blower on the same day, after which it must be broken down or accounted for.

SEC. 45. All blowover ware to be credited to the blower within one week after it has been made. All stoppered ware to be credited when counted, and the workers cannot be held responsible for ware after it has been stored or shipped. They must also be credited for ware before it is steamed.

SEC. 46. Hayner's Combination Lock Finish shall pay an average day's work. All non-refillable bottles shall pay average day's work. Choke Neck ndies shall pay average day's work.

APPRENTICES.

SEC. 47. That we allow one apprentice for every ten journeymen employed holding steady places, and three-fifths ($\frac{3}{5}$) of ten journeymen holding steady places employed by one firm. This rule not to be construed as to debar any firm from taking one apprentice who shall have six journeymen at work.

SEC. 48. Firms who from any cause reduce the number of their journeymen must also reduce the number of their apprentices in the proportion to the journeymen employed at the time of reducing their working force, so that they at all times shall be within the requirements of this law. Example: If the proportion was one (1) apprentice to three (3) journeymen before reducing their working force, the reduction would be one (1) apprentice to three (3) journeymen.

SEC. 49. Firms starting their factories not later than March 1, 1908, shall be allowed to take their apprentices at any time during the blast, but their quota shall be based upon the number of journeymen in their employ not later than March 1, 1908. Firms or furnaces starting later than March 1, 1908, shall not be allowed to take any.

SEC. 50. Firms having put in an apprentice, and if from any cause said apprentice leaves the trade, he can not be duplicated; but should an apprentice die during the first year of his apprenticeship, he must be duplicated during that season.

SEC. 51. An apprentice shall serve not more than five years, consisting of fifty working months from the date of being put in to blow. No loss of time to be charged against the apprentice, unless the time so lost can be reasonably attributed to said apprentice.

SEC. 52. No one shall be considered an apprentice unless he is put in a place to blow.

CONFERENCES.

SEC. 53. A preliminary conference for the purpose of considering wage scale for the next season shall be held the second Tuesday in May, and the final conference as soon after the manufacturers and blowers have held their annual conventions as necessary arrangements can be made.

SEC. 54. At the final conference, held subsequent to the adjournment of the conventions, no questions shall be considered relative to the adoption of new rules or a change in the old ones, a change in the list, or the addition of new bottles to the list, unless notice shall have been given to and by both parties at the preliminary conference.

SEC. 55. Manufacturers and branches shall notify each other of all bottles or changes intended to be submitted to the May conference, and the reason for so submitting them, which notice must be in writing. ,

INTERPRETATION OF RULES.

SEC. 56. All information wanted in regard to the intention or meaning of rules and regulations shall be referred to the president of the Blowers' Association, whose decision in all such cases shall be binding until said decision shall be reported to and reviewed by the joint wage conferences.

SEC. 57. No new rules shall be introduced or enforced during the blast of 1907-1908.

III.184 NEW YORK STATE DEPARTMENT OF LABOR.

INTERPRETATION OF SECTION 30.

$\frac{1}{4}$ oz. extra weight.....	1 $\frac{1}{2}$ cents per gross.
$\frac{1}{2}$ oz. extra weight.....	3 cents per gross.
$\frac{3}{4}$ oz. extra weight.....	4 $\frac{1}{2}$ cents per gross.
1 oz. extra weight.....	6 cents per gross.

Manufacturers:

G. W. YOST, *Chairman*, Bellaire Bottle Co., Bellaire, O.
GEORGE M. LEVIS, Illinois Glass Co., Alton, Ill.
GEORGE S. BACON, Whitall-Tatum Co., Millville, N. J.
W. G. BAKER, Poughkeepsie Glass Co., Poughkeepsie, N. Y.
JOHN RAU, Fairmount Glass Co., Indianapolis, Ind.
L. S. STOEHR, American Bottle Co., Massillon, O.
C. J. ROOT, Root Glass Co., Terre Haute, Ind.
SAMUEL GARWOOD, Cumberland Glass Co., Williamstown, N. J.
L. L. TURNER, *Secretary*, Modes-Turner Glass Co., Terre Haute, Ind.

Blowers:

D. A. HAYES, *President*, Philadelphia, Pa.
JOHN A. VOLL, *Vice-President*, Zanesville, O.
P. E. WHELAN, Montreal, Canada.
JAMES J. DUNN, Brooklyn, N. Y.
THOMAS McDOWELL, Pittsburg, Pa.
J. E. DAILY, Columbus, O.
FRANK A. SHUNK, Streator, Ill.
CARLTON PARK, Millville, N. J.
FRANCIS H. WILLIAMS, Baltimore, Md.
HARRY JENKINS, *Secretary*, Alton, Ill.

GLASS WORKERS, LOCKPORT.

[Rules and regulations (price list here omitted) adapted by the American Flint Glass Workers' Union for the blast of 1907 and 1908.]

RULES AND REGULATIONS GOVERNING THE MACHINE AND PRESS DEPARTMENT.

SECTION 1. That we work six days per week on day turn and five days per week on night turn, making an average of five and one half days per week.

SEC. 2. Nine hours shall constitute a days' work; the starting and quitting time shall be left optional to the different branches. Shops shall be considered started when filling up moulds.

SEC. 3. That there shall be no Saturday night work.

SEC. 4. When a machine is not in perfect working order the presser is to report the same promptly to the factory manager, and if the machine is not put in proper working order within one hour (sixty minutes) after such notification the factory manager shall notify the shop to work the machine day work at the rate of \$5.00 per day for the presser or lay the shop off until the next regular time for starting work.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.185

SEC. 5. Pressers are to report bad glass, faulty machine moulds, tools and shortage of boys as soon as discovered.

SEC. 6. Day work signifies that pressers shall receive at the rate of \$5.00 per day, and gatherers at the rate of \$3.75 per day.

SEC. 7. When new ware or machines are brought into the factory and they have been worked long enough to be in good working order, it shall be the duty of the manager and price list committee to arrange price on said ware and put the machine on piece work.

SEC. 8. All necessary facilities shall be furnished by the firm within one hour (60 minutes) after notification. Failing to do this, the manager or party designated by the firm shall instruct the shop or shops to work day work or lay off until the next regular time for commencing work. If, at the expiration of one hour, the manager or party to whom the report has been made, fails to instruct the shop or shops whether to continue working or lay off, the workmen are to again report for further instructions. When members are waiting on bad glass they shall use all reasonable efforts to get the glass in proper condition.

SEC. 9. All firms shall pay in full on their regular pay day. A payment in full to mean payment for all work done up to the preceding pay day, except men who have worked a week's notice, and they shall be paid in full the day following the ware being packed.

SEC. 10. One apprentice shall be allowed each year, beginning September 1st, to every fifteen journeymen employed, or majority fraction thereof.

SEC. 11. No one shall be considered an apprentice unless they are given a regular place to gather.

SEC. 12. Apprentices shall be required to gather three (3) years as an apprentice to the firm at 10 per cent less than the journeymen gatherer's wages, and said 10 per cent to be the property of the firm. If the firm should have occasion to discharge an apprentice for a cause justifiable to the manager and factory committee, or should he be removed by death, or withdraw from the trade during the first year of his apprenticeship, the firm shall have the privilege of another apprentice in his stead to serve the unexpired term. No apprentice shall be allowed to work for any other firm only after the expiration of his apprenticeship.

SEC. 13. An apprentice having served three years as an apprentice to the firm must then become a member of the association. He is then considered or recognized, as a journeyman gatherer.

SEC. 14. Journeymen gatherers shall be required to gather one year before they are allowed to control a press.

SEC. 15. When a member or apprentice is required to cut off his glass with foot power, or gather for an automatic machine that requires no presser, he shall receive presser's wages instead of gatherer's; but nothing in this rule shall be construed to conflict with the provisions of section 12.

SEC. 16. Journeymen gatherers' wages to be rated 25 per cent less than that of the journeymen pressers.

SEC. 17. Pressers in jar factories are allowed the privilege of changing off with gatherers. In bottle factories, the question of the presser trading with the gatherer shall be left optional with the presser and manager. And any brother who refuses to gather for a presser who may refuse to trade with him, shall be fined \$5 for the first offense, and suspended for the second.

III.186 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 18. No machine or press shall be operated during the months of July and August, except that any factory may operate on and after the first Monday in August to make up time lost between May 1st and July 1st by reason of a fire, flood, cyclone or bursting of a tank furnace, or by reason of their stock of ware at the warehouse being destroyed.

SEC. 19. The wares are to be sorted by competent workmen employed by the manufacturers, and the workmen are to receive pay for the good wares selected. They are also to receive pay for all perfect wares that are bursted in the lehrs owing to the lehrs being too cold, and also all perfect ware that is melted in the lehrs owing to the lehrs being too hot. They are also to receive pay for all perfectly made ware rejected owing to stony, cordy and seedy glass.

SEC. 20. Imperfect or bad ware condemned by the firm shall be set aside for inspection. Failing to do this they shall pay for such ware. The ware that is set aside by the firm as bad ware shall be inspected and broken by the workmen within twelve hours from the time it is set aside. Failing to do this, the factory shall be at liberty to break the same. Ware that is set back by the men as blues shall be examined by the firm in twelve hours. Occasional broken ware that come through the lehr for which the men would not receive pay under our rules, may be thrown away by the lehrman and no record required to be kept of such ware. This does not mean checked ware.

SEC. 21. The right of the manufacturers to hire and discharge employees is acknowledged, but before a man is discharged at any time, satisfactory reason must be given. This does not apply in cases of drunkenness, incompetency, neglect of work, or the violation of any acceptable factory rule. It is understood that when workmen are to be hired the members of the A. F. G. W. U. shall have the preference. When no competent union labor can be procured labor can be drawn from any source and the presser work turn work.

SEC. 22. When competent union gatherers cannot be obtained the places may be filled from the boy help in the respective factories where the shortage occurs with the understanding that these boys are to be paid apprentices' wages, and the pressers working with this class of help are to be paid day work until a full day's work has been gathered upon the shop on which the boy is gathering, after which time the shop or shops are to work piece work. It is further understood that the apprentices when selected for regular places shall be taken from this class of help.

SEC. 23. Any member holding a regular place desiring to quit must give notice to the manufacturer, and shall work the five consecutive days afterward in his regular place. Manufacturers desiring to discharge a member must give him the same notice with the same right. The member or firm giving or receiving such notice shall immediately notify the factory committee of the same and under no consideration shall a card be granted or settlement made until the end of the season unless this rule has been fully complied with. This rule is not to be construed so as to conflict with section 21.

SEC. 24. In case of a disagreement in any factory of this department it shall, if possible, be settled in the factory in which it occurs. In case of a failure to agree, the matter shall be referred to the workers' committee and a committee to be appointed by the factory in which the disagreement arises

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.187

for settlement. Pending the discussion and the decision of such differences there shall be no lockout, strike or cessation of work by either employer or employed. The decision of these committees is to be binding on both parties.

SEC. 25. There shall be no work on the following holidays: Memorial Day, Fourth of July, Thanksgiving Day, Labor Day, Christmas Eve, day and night.

SEC. 26. No limit shall be placed on the production of any machine or machines.

SEC. 27. When a machine is being operated on two or more kinds of bottles or jars, and the weights and prices are different, said shops shall receive pay for the highest priced bottle or jar.

SEC. 28. All wares not specified in the list shall be listed at the same price and subject to the same rules in regard to size, shape, capacity, opening, height, etc., as those specified in the list which they most resemble.

SEC. 29. A preliminary conference shall be held each year during the first week in June at which time all proposed changes by either side shall be exchanged and only those propositions exchanged at the preliminary conference shall be acted on by the final conference, unless by mutual consent.

Price list of machine-made jars and bottles of 1906 and 1907 to be adopted for the season of 1907 and 1908.

GLASS WORKERS, ROCHESTER.

[Reported by union as signed by four employers.]

Agreement made and entered into this — day of ———— 1907, between parties of the first part, and the undersigned representatives of Local No. 47, Amalgamated Glass Workers International Association of America, parties of the second part.

ARTICLE 1. The party of the first part hereby agrees to employ none but members of the Amalgamated Glass Workers International Association, who carry the union card of said association, or those who are willing to become members of said association and are competent workmen and eligible to membership in said unions.

ART. 2. Fifty hours shall constitute a week's work.

ART. 3. Time and one-half shall be paid for work during hours other than regular working hours, as hereafter may be established by mutual agreement, and also work done on Saturday afternoon shall be paid for as overtime.

ART. 4. Double time to be paid for work done on Sundays throughout the year, and also for work done on the following legal holidays (or days celebrated as such): New Year's Day, Decoration Day, July the Fourth, Thanksgiving Day and Christmas Day, and under no circumstances shall a member of this local be allowed to work on Labor Day.

ART. 5. The following scale of wages: Journeymen cutters shall not be less than \$18 per week; lead glaziers shall not be less than \$16.50 per week.

ART. 6. It is understood that any or all employees who are receiving more than this scale calls for shall suffer no reduction by reason of adoption of this agreement.

ART. 7. All outside work; traveling and living expenses shall be paid by the employer.

III.188 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 8. Apprentices: Any boy hereafter engaging himself to learn the trade of art glass cutting and glazing shall be required to serve four years as an apprentice. He shall in no case leave his employer without just cause, and any apprentice so leaving shall not be permitted to work under the jurisdiction of local union, but shall be required to return to his employer.

(b) There may be one apprentice to every five journeymen. An employer employing one or more journeymen in excess of the above number, that is, five men, may engage another apprentice.

(c) It is understood that in shops where the ratio is more than above, no change shall take place until the ratio reduces itself to the proper ratio by lapse or expiration of existing contracts.

(d) The apprentice shall not receive less than \$6 per week for the first six months, and shall receive \$6.50 for the next six months, \$7 for the next six months, \$8 for the next six months, \$9 for the next six months, \$10 for the next six months, \$11.50 for the next six months and \$13 for the last six months, during which period he shall attend to his work industriously and faithfully, and after fulfilling his part of the contract, he shall be entitled to rank and receive pay as a journeyman. The union will not receive an apprentice under fifteen years and over nineteen years of age.

ART. 9. It is further agreed that a strike to uphold articles herein set forth or to uphold union principles, shall not be considered a violation of this agreement.

ART. 10. There shall be appointed from among the regular employees of each shop or factory, by the union, a steward who shall hear complaints and grievances of all kinds and if he finds them well founded he shall refer the same to his union or their authorized representatives.

ART. 11. It is agreed that on or about August 1st of each succeeding year the party of the first part and the party of the second part will meet for the purpose of discussing the conditions of the trade and for the purpose of the renewal of this agreement or of making any desirable change in same.

ART. 12. This agreement shall take effect on the day of signing, and continue in effect until the first day of September, 1908.

GRANITE CUTTERS, BUFFALO.

It is hereby mutually agreed between employers of granite cutters in Buffalo, N. Y., and vicinity and members of The Granite Cutters' International Association, that the following conditions shall govern the cutting of granite from May 1, 1907, to May 1, 1908.

ARTICLE I. Eight hours shall constitute a day's work. Six days shall constitute a week's work, except from June 1st to September 1st, when Saturday afternoon shall be a half holiday. Working hours shall be from 7:30 A. M. to 4:30 P. M., with one hour for dinner; it being understood that in the winter the hours may be changed to suit the daylight.

ART. II. Overtime, when worked, shall be paid for as time and one-half, and all Sunday work shall be paid for as double time.

ART. III. All work shall be done by the hour, and shall be paid for on a basis of not less than \$3.25 per day from March 1st to December 1st, and \$3.00 per day from December 1st to March 1st, for monumental work.

Building work shall be paid for on a basis of not less than \$3.50 per day.

ART. IV. Wages shall be paid in full once a week. Saturday shall be regular pay day. Wages shall be paid during working hours on pay day.

It is understood that employers shall give notice if unable to pay on the regular pay day, stating the time when payment may be expected, which in every case shall be within three days. In the event of failure to pay within the time stated, an investigation may be made on the evening of the third day by our committee, and advice given on the following morning before 8 o'clock P. M.

ART. V. Only firms employing journeymen granite cutters shall employ apprentices; and the number of apprentices employed by each firm shall not exceed one.

ART. VI. Any workman discharged shall receive his pay immediately. Any workman leaving shall carry in his kit of tools and notify his employer, and receive his pay at once in cash or check.

ART. VII. Tool sharpeners shall be paid the same rate of wages as granite cutters. Not more than 14 men and not less 10 shall constitute a gang. Less than ten men shall be paid for at the rate of thirty cents (30c) per man per day. The number of extra men shall not exceed four. Extra men shall be paid for at the rate of twenty-seven cents (27c) per man per day; surface cutting machines to count as three men on gang.

ART. VIII. Surface cutting machines shall not be used in the sheds where granite cutters are at work. Men working surface cutting machines shall be paid on a basis of not less than \$4.00 per day.

ART. IX. All cutting sheds shall be well ventilated, and well heated in the winter months.

ART. X. This agreement and scale of wages shall take effect on the first day of May, 1907, and shall continue to the first day of May, 1908. Should no change be required then, this agreement and scale of wages shall continue from year to year after May 1, 1908.

ART. XI. This agreement shall be signed by every employer of granite cutters in Buffalo and surrounding districts.

Signed

JOHN CRAWFORD & SON,
WILLIAM T. COOPER,
GEORGE MALTBY & SONS,
C. W. COOPER,
MCDONALD & SONS,
A. J. KUHN,
JOHN ELSAESSER,
BIANCHI & ABBIATI,
WEST SENECA MON. WORKS,
JAMES HILLYARD,
WORDEN BROS. MON. MFG. Co.

MARBLE WORKERS, NEW YORK CITY.

*An agreement made and entered into this first day of May, 1907, between the
Marble Manufacturers' Association of New York city and vicinity and
the Empire Marble Cutters and Setters of New York city and vicinity.*

ARTICLE 1. A week's work shall consist of eight hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday morning, these hours to constitute five and one-half days' time and so paid.

III.190 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 2. That members of the Marble Manufacturers' Association agree to pay on and after this day the following rate of wages: Cutters and setters, five dollars (\$5.00) and up per day; improvers, four dollars (\$4.00) and up per day; machine hands, four dollars (\$4.00) and up per day; helper, two dollars and seventy-five cents (\$2.75) per day. By an improver is meant one who has been helper and is only able to set slate and marble base treads and platforms.

ART. 3. That members of the Empire Marble Cutters and Setters shall be paid Saturday of each week up to and including the preceding Friday within thirty minutes after quitting time whether at building or shop.

ART. 4. That all labor performed in excess of a regular week shall be entitled to double time, whether performed in shop or on building. The following are considered legal holidays: New Years' Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Election Day, Thanksgiving Day and Christmas Day.

ART. 5. That one apprentice be allowed to every six men steadily employed. Such apprentice shall at the time of his taking be not less than sixteen years or more than twenty years of age. The time of servitude of an apprentice shall be four years. The wages of apprentice shall be as follows per week: First year, five dollars; second year, eight dollars; third year, eleven dollars; fourth year, fourteen dollars.

ART. 6. That members of the Empire Marble Cutters and Setters refuse to work for any firm in any way interested in convict-manufactured marble or manufactured marble imported into the United States. It is, however, agreed that all tiles, saddles, steps, platforms and bases purchased from American marble quarries be used.

ART. 7. That a business agent during working hours may visit and enter into any shop of the Marble Manufacturers' Association as well as of building where members of the Empire Marble Cutters and Setters are employed to examine the cards of said members after having requested permission to do so at the office of the member of the Marble Manufacturers' Association who employs the men.

ART. 8. That polishers will not have the privilege to help a marble setter on building unless permission be granted by the business agent of the Empire Marble Cutters and Setters of New York and vicinity. Helpers to clean all plain work in buildings.

ART. 9. That all disputes are to be arbitrated and shall be referred to a joint board of arbitration consisting of three members of the Marble Manufacturers' Association and three of the Empire Marble Cutters and Setters' Union, all not interested in the matter under discussion. This board shall meet within twenty-four hours. This board failing to agree shall select an umpire whose decision shall be final and binding to both parties.

ART. 10. This agreement is to continue in force from the first day of May, 1907, until the first day of May, 1909, and either party contemplating a change shall forward a written notice to the other party stating the full facts of the contemplated change at least three months prior to the expiration of this agreement.

QUARRY WORKERS, BUFFALO.

Agreement made March 27, 1907, between the Master Quarrymen of Buffalo and Local No. 61 of the Quarryworkers' International Union. A similar agreement was made June 19, 1907, with the Barber Asphalt Paving Co.

The party of the first part agrees to pay a wage rate of twenty-two and one-half ($22\frac{1}{2}$) cents, twenty-five (25) cents, and twenty-seven and one-half ($27\frac{1}{2}$) cents, per hour to the members of the party of the second part in her employ.

The party of the first part agrees to hire none but members of the party of the second part, when such can be had. In case none can be obtained the party of the first part may hire others who shall become members of the party of the second part within two weeks.

It is agreed that any difficulties arising shall be settled by the Board of Arbitration, composed equally of representatives of both parties, said board to select its own umpire. The majority decision of said board shall be final.

If at any time prior to the termination of this agreement either party should desire any change, the other party shall be given thirty days' consideration of said desired change.

In consideration of the signing of this agreement it shall take effect April 1, 1907, and remain in force one year from said date.

II. METALS, MACHINES AND CONVEYANCES.

BLACKSMITHS, NEW YORK, ONTARIO & WESTERN RAILROAD.

International Brotherhood of Blacksmiths and Helpers' agreement with the New York, Ontario & Western Railway Company.

ARTICLE 1. Ten hours shall constitute a day's work with an advance in rate of fifteen cents per day for all blacksmiths.

ART. 2. Time and one-half to be paid for all over time including Sundays and all holidays that are legal in the State except Lincoln's birthday.

ART. 3. If circumstances require that the company should reduce the regular working hours, overtime shall commence at the expiration of the hours designated by the company.

ART. 4. If a blacksmith or helper is called back to work, he shall be paid not less than five (5) hours up to three (3) hours twenty (20) minutes, if he works longer he gets the regular time and one-half, and if detained until 6:00 p. m. on Saturday or 7:30 p. m. other days will be paid one-half day's time.

ART. 5. If any changes occur in the shop force, the oldest man in the service shall be given the preference, everything else being equal.

ART. 6. The standard rate of wages shall be considered the rate of the men doing general work outside of the heavy fires.

ART. 7. New men blacksmiths must be started at not less than twenty-three (23) cents per hour, but such must not continue longer than three (3) months; and the same may be set to a less period if the man's experience shows him to be worth the full rating.

ART. 8. No blacksmith nor helper nor heater shall be discharged or suspended without just or sufficient cause, and if after proper investigation it shall be found that a blacksmith or helper or heater has been unjustly discharged, or suspended, he shall be reinstalled within five (5) days after the discharge or suspension. Grievances to be adjusted in the company's time.

III.192 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 9. No one but blacksmiths or advanced helpers shall do blacksmiths' work.

ART. 10. The pay of heaters shall be nineteen (19) cents per hour. The two helpers on heavy fire, eighteen (18) cents per hour. Two helpers on second fire, seventeen and one-half ($17\frac{1}{2}$) cents per hour. One hammer driver, seventeen and one-half ($17\frac{1}{2}$) cents per hour. Six helpers on fires paying blacksmith \$2.60 or over, seventeen (17) cents per hour. One furnace man, sixteen and one-half ($16\frac{1}{2}$) cents per hour. Fire helpers on low-price fires, fifteen and one-half ($15\frac{1}{2}$) cents per hour.

ART. 11. Competent men in the service to be given preference over a new man when filling positions at higher rates.

ART. 12. Shops to be kept in as clean and healthful a condition as the nature of the work will permit.

ART. 13. Blacksmiths and helpers and heaters to enjoy the same privileges in regard to free transportation upon the company's own lines as the other employees.

ART. 14. Heaters and helpers promoted to a fire shall receive heater's or helper's pay the first six months and if he shows no aptitude to learn he shall be placed back to his former position, and if retained on a fire he shall receive twenty (20) cents per hour the first year and be advanced each year two (2) cents per hour till the end of four (4) years, and if retained in the service of the company shall receive pay according to his qualifications.

ART. 15. Helpers promoted to heaters shall receive helper's pay the first six months, and if he shows no aptitude to fill the position shall be placed back to his former position. If retained shall receive heater's pay.

ART. 16. Should a reduction in expenses become necessary the working time to be first reduced. When a reduction in force is found necessary the oldest competent employees in point of service will be given preference.

ART. 17. There shall be no discrimination against any man serving on a grievance committee.

ART. 18. This agreement will continue for one year from July 1, 1907. Either party desiring to change this agreement at time of expiration shall give at least two weeks' notice previous to the other party and failing to give notice this contract is binding on all parties until such time as two weeks' notice has been given.

HENRY ARNOYS,
PETER FLYNN,
JOHN W. BROWN,
WM. H. FUNNELL.

GEO. W. WEST,
Supt. M. P., N. Y., O. & W. R. R.

BOILER MAKERS, BOSTON & MAINE RAILROAD.

To Master Mechanics:

The following instructions will govern the rate of compensation and service of boilermakers and helpers:

SECTION 1. Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays.

SEC. 2. An increase of two (2) cents per hour for boilermakers and helpers in service one year or more, will be effective April 28, 1907, for men on weekly

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.193

payroll, and May 1, 1907, on the semi-monthly payroll. The present rates for helpers in service less than one year will prevail with the understanding that an advance in rate of two (2) cents will be effective after completion of one year's service.

SEC. 3. All time over the regular nine hours per day, including work on Sundays and all legal holidays on calendar, shall be paid for at the rate of one time and one-half time. In case such holidays fall upon Sundays, the following Monday shall be observed as such holiday.

SEC. 4. When men are called from their homes to work overtime, and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay, roundhouse men included.

SEC. 5. Boilermakers' work is defined as follows: Cutting apart, marking off, laying out, and building work, pertaining to steam, water, air and oil-tight sheet and plate work from number sixteen gage iron or steel and upward; boiler inspection and testing, flanging, patching, riveting, chipping, caulking and tube work.

SEC. 6. In case of discipline right of appeal will be granted if exercised within ten (10) days. If the investigation finds the accused blameless his record will remain as previous thereto and he shall be reinstated and receive pay for all time lost.

SEC. 7. No boilermaker or helper shall be compelled to go into a hot firebox when there is steam pressure on the boiler, nor be asked to enter a front end when there is a fire in the box.

SEC. 8. Electric lights will be furnished the boilermakers in shops and engine houses where it is practicable to provide for the same, for use in fire boxes. Boilermakers and helpers while away from home shop, at work, will be paid actual expenses promptly.

SEC. 9. In case either the company or the boilermakers employed by them should wish to change this schedule, a notice of thirty (30) days will be given of the proposed changes, otherwise this agreement will stand until November 1, 1908.

C. H. WIGGIN,
Supt. Motive Power.

Approved: HENRY BARTLETT,
Gen'l Supt. Mechanical Dept.
Boston, Mass., May 1, 1907.

CRANEMEN AND MOTORMEN, SCHENECTADY.

Memorandum of agreement with cranemen, conductors and motormen employed at Schenectady works, General Electric Co.

SCHENECTADY, N. Y., April 2, 1907.

Agreement to take effect April 2, 1907, and to continue in force for two years.

It is understood and agreed that the wages to be paid to crane operators are as follows:

Cranemen who operate cranes of ten tons capacity and over in main bay will receive: For the first six months' service, 22 cents per hour; for the second six months' service, 25 cents per hour; after one year's service, 27½

III.194 NEW YORK STATE DEPARTMENT OF LABOR.

cents per hour; after two years' service, 30 cents per hour. Cranemen operating side bay cranes will receive: For the first six months' service, 20 cents per hour; for the second six months' service, 22 cents per hour; after one year's service, 24 cents per hour. Cranemen operating side bay cranes fitted with cage to receive 23½ cents per hour after one year's service.

Conductors and motormen will receive: For the first six months' service, 20 cents per hour; for the second six months' service, 22 cents per hour; after one year's service, 24 cents per hour; after two years' service, 26 cents per hour. Conductors and motormen on broad gauge electric locomotives will receive: For the first year, 28½ cents per hour; after one year's service, 32 cents per hour.

Crane operators running main bay cranes and side bay cranes in iron foundry only are to be allowed from 6:45 A. M. until 7 A. M. each day to oil and to inspect cranes. Second oiling and inspection which it is necessary should be done each day is to be done at such times as opportunity offers, but not on overtime work. Suitable time is to be allowed Saturday afternoons for thorough cleaning, inspection and minor repairs to all cranes, both main and side bays, such cleaning to extend to motors as well as other parts of the crane.

Side bay crane operators, other things being equal, are to receive preference in promotion to main bay cranes and when so promoted are to receive the following rates: For the first six months' service, 25 cents per hour; for the second six months' service, 26 cents per hour; after one year's service, 27½ cents per hour; after two years' service, 30 cents per hour.

Side bay cranemen or extra cranemen who are temporarily employed on main bay cranes are to receive the uniform rate of 27½ cents per hour.

Conductors or motormen employed on narrow gauge are to have preference in promotion to broad gauge electric locomotives, other things being equal, provided it is clearly shown that such operators are thoroughly competent, but it is distinctly understood that the company is under no obligation to promote men to wide gauge locomotives unless in the opinion of the management, the men are fully qualified and competent to handle broad gauge electric locomotives.

Whenever a crane is idle in consequence of there being no regular or extra cranemen on the floor there is to be no interference with the employment of temporary help which may be assigned to the work.

Crane over sand blast, Building No. 83, 27½ cents per hour; fifty-ton crane, Building No. 86, same rate.

ELECTRICAL APPARATUS MAKERS, SCHENECTADY.

It is understood and agreed between representatives of local union, No. 247, and representatives of General Electric Co. that all piece-work prices in effect May 1, 1907, in departments under the jurisdiction of Local No. 247 shall remain in effect for one year from May 1, 1907, with the exception of such prices as are now under discussion for adjustment. It is understood that such latter prices shall be reached as soon as practicable.

It is further understood and agreed that piece-work prices made after May 1, 1907, are temporary for a period not exceeding two months, at the expiration of which time the prices are to become permanent and remain in effect during term of this agreement, but it is agreed that either party has the right during temporary period to ask for a reconsideration of the prices.

ENGINEERS, STATIONARY, SYRACUSE.

[Reported by union as signed by fourteen employers.]

Articles of agreement entered into by and with the party of the first part, and Local Union No. 11, International Union of Steam Engineers, party of the second part.

ARTICLE 1. It is agreed to by the party of the first part to employ only members in good standing of Local Union No. 11, International Union of Steam Engineers, as engineers.

ART. 2. That eight consecutive hours shall constitute a day's work, and all time worked over eight hours by an engineer shall be classed as overtime and paid for at the rate of time and one-half, except in sickness, when they may double up for ten (10) days.

ART. 3. That no engineer shall be discriminated against for working in the interests of the union.

ART. 4. That no engineer shall be laid off.

ART. 5. That any engineer through sickness, who is unable to perform his duties, shall, after recovery, receive his former position.

ART. 6. That engineers shall do all repair work in the plant as should be required of an engineer, with such other assistance as the chief engineer may require.

ART. 7. That any engineer receiving higher wages at present than is specified in this agreement shall not have his wages reduced.

ART. 8. That salaries shall be paid weekly, the wages of engineers to be as follows: Chief engineer, \$16 per week.

ART. 9. That in consideration of the party of the first part agreeing to the above, the party of the second part agree to furnish the party of the first part with the needed engineers with all haste possible.

ART. 10. That any engineer violating this agreement in any way shall, upon conviction, be fined or expelled from this organization.

ART. 11. That Local No. 11, I. U. S. E., party of the second part, pledges itself to promote the mutual interest of the parties of this agreement and to continue the present amicable relations between employer and employee, to observe engine-room regulations, to discipline such of its members as may be guilty of conduct unbecoming an engineer, to uphold the standing of said firm through the usual channels as union concerns and to use the organization's good offices in behalf of the parties of the first part in every honorable manner.

ART. 12. That this agreement shall take effect on May 1, 1907, and continue annually, and either party wishing to change or alter any of its provisions must notify the other party at least sixty (60) days prior to May 1st of any year, and specify article or articles they wish changed, and also submit proposed changes.

FIREMEN, STATIONARY, SYRACUSE.

[Reported by union as signed by nine employers.]

Agreement between the undersigned proprietors of Syracuse and Local No. 17 of the International Brotherhood of Stationary Firemen of Syracuse, N. Y.

ARTICLE 1. All firemen, oilers and helpers employed shall be members in good standing of the International Brotherhood of Stationary Firemen, and of Local No. 17.

III.196 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 2. Firemen, oilers and helpers, where two or more are employed, shall work seven days or nights each week, eight (8) consecutive hours to be a day's or night's work. All firemen, oilers or helpers shall alternate.

ART. 3. Pay day shall be weekly.

ART. 4. In case of sickness of any fireman, oiler or helper, he shall be entitled to employment in his former capacity when he is able to perform his duties.

ART. 5. A fireman's duty shall be the generation of steam in the boiler or boilers in the plant where employed. Assistance shall be given the fireman when necessary. He shall not be asked to do any work other than that pertaining to the work of the boiler room, but in case of accident or some unforeseen emergency, he shall give such aid and assistance as the nature of the case may require.

ART. 6. When any vacancy occurs, any member in good standing of the International Brotherhood of Stationary Firemen and of Local No. 17 may be employed to fill such vacancy.

ART. 7. All firemen, oilers and helpers shall alternate monthly, or at such periods as the majority of them may agree upon, with the approval of the employer, providing such periods do not exceed a month's duration.

ART. 8. In case of scarcity of work, the engineer is not to do the fireman's work, and lay the fireman off, and no man is expected to fire more than four (4) boilers, and coal must be furnished in front of boilers the whole year.

ART. 9. Firemen and oilers shall be paid at the rate of sixteen (16) dollars per week, all time over eight (8) hours per day to be paid at the rate of thirty-five (35) cents per hour.

ART. 10. Service done by employees in the interest of and for the benefit of the union shall not be a cause for discrimination or discharge.

ART. 11. This contract is to take effect May 1, 1907, and remain in force until May 1, 1908, and continue annually until notice has been given by either party thirty (30) days prior to the first of May of any year, and at the time of serving such notice, specifications of the proposed notice shall be submitted.

HORSESHOERS, ALBANY.

Master Horseshoers' Protective Association and Journeymen's Union, No. 55, both of the city of Albany, mutually agree as follows:

ARTICLE 1. That nine hours shall constitute a day's work for the first five days and eight on Saturday. The masters are to use their best endeavors to finish work at fire, and the journeymen, in case of emergency, to finish work in shop.

ART. 2. The scale of wages to be as follows: Eighteen dollars per week at fire; seventeen dollars per week at fire and floor; sixteen dollars per week on floor.

ART. 3. Where a member of the Masters' Association employs no steady man he be considered as union if he gives his work to union men when men are needed.

ART. 4. That no member of Journeymen's Union, No. 55, be allowed to work in any corporation shops started in Albany after July 1, 1907.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.197

ART. 5. That sharpening time shall constitute the period from November 15th to March 15th of each year.

ART. 6. Overtime shall be paid for at the rate of fifty cents per hour.

ART. 7. Journeymen's Union No. 55 agrees to co-operate with the masters and to use all lawful means in their power to influence horseowners having their work done in non-union shops to have their work done in union shops.

ART. 8. The masters agree not to discriminate against former employees.

ART. 9. This agreement shall not be broken by either party unless a notice of thirty days be given in writing.

That this take effect immediately.

Signed by masters and journeymen this 17th day of July, 1907.

Masters,

F. G. PAGE,
P. H. ROONEY,
M. CUNNINGHAM,
E. V. FITZGERALD, Pres.

Journeymen.

JAS. C. RUSSELL,
ALFRED WATKINS,
THOMAS F. LYNCH,
ROBERT JOHNSTON, Pres.

LOCKPORT IRON WORKERS.

[Following is the memorandum of agreement prefixed to the western scale of prices of the Amalgamated Association of Iron, Steel and Tin Workers, under which the members of the Lockport local work.]

We,
of the first part, andLodge,
No., State of
National Amalgamated Association of Iron, Steel and Tin Workers, of the
second part, do hereby agree that the following scales of prices, based upon
the actual sales and shipments of iron or steel, as arranged for in conferences,
shall govern the wages of the several departments as herein stated, com-
mencing July 1, 1907, and ending June 30, 1908.

It is further agreed that no scale shall go below the base price named on
the rate selected.

It is understood:

1. That prices on all mills except sheet mills, working solid steel, shall be as follows: Bar mill rolling, heating and catching to be 12 per cent less than iron prices, and roughing-up and roughing-down are to be 6 per cent less than iron prices. Guide mill rolling, heating and roughing each to be 9 per cent less than prices for working iron, except when rolling 1¾-inch solid steel billet or smaller, when clause No. 2 under guide mill scale will apply. When the output on steel is but three-fourths the output of iron, it shall be paid for at price and one-half price of iron.
2. On all mills working iron or steel, weighing one hundred and forty (140) pounds or more, extra help shall be furnished to the heater, the same to be paid by the company. Said help shall also assist the run-down to charge.
3. The time in scrapping and busheling, also finishing departments shall in

III.198 NEW YORK STATE DEPARTMENT OF LABOR.

no case exceed nine hours and fifteen minutes from the regular time the mill begins to roll until the first furnace commences to charge the last heat. This shall not apply to mills working shorter charging hours; this not to apply to boiling departments (except scrapping and busheling); also other departments working under the three turn system. The time for meals on following up mills shall not be counted in.

4. Wherever deviations from the western iron scale signed for by any manufacturer and the Amalgamated Association are made, and evidence is produced to prove it, the Amalgamated Association and manufacturers agree to make every effort to correct the same, provided, the trains and furnaces are similar, but if the deviations continue to be tolerated by the Amalgamated Association, all other mills shall receive the same. All manufacturers and workmen governed by this scale hereby agree not to make any deviations from the scale agreed to.

5. All mills will be allowed to work three turns when practicable. On all mills working three turns, eight hours shall constitute a day's work. Rolling shall not start earlier than five o'clock Monday morning, except by local agreement between men and management in mills not equipped with traveling cranes for changing rolls; and in the event of traveling crane installation during scale year, prevailing practice at that time to be continued; and the week's work shall finish after the first eight hour shift on Saturday. On all mills working three turns, a third roller shall be employed.

6. All ten-inch, guide and hoop mills with one furnace averaging \$35 per turn or more, or with two furnaces, \$65 per turn or more on a nine and one-quarter hour system, based on a one cent card rate, the eight hour system should be adopted. On bar and twelve-inch mills averaging 60,000 pounds on one (1) furnace, and 90,000 pounds on two (2) furnaces per turn on the nine and one-quarter hour system, the eight hour system should be adopted.

7. In case of a grievance arising at any mill, there shall be no cessation of work by men until same has been investigated through the proper channels, and has been finally passed upon by the district executive committee of the Amalgamated Association.

MACHINISTS, BOSTON & MAINE RAILROAD.

To Master Mechanics:

The following instructions will govern the rate of compensation and service of machinists and apprentices:

SECTION 1. Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays.

SEC. 2. An increase of two (2) cents per hour for machinists over the hourly rate as now paid, will be effective April 21, 1907, for men on the weekly pay roll and April 16, 1907, on the semi-monthly pay roll.

SEC. 3. All time over the regular hours, including Sundays and holidays, shall be paid for at the rate of time and one-half. When men are called from their homes to work overtime and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.199

SEC. 4. In case of discipline, right of appeal will be granted if exercised within ten days. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

SEC. 5. Machinists when sent out on the road to work will be paid actual expenses, and all regulations in the shops and roundhouses, in regard to working hours, will be applied thereto.

SEC. 6. In case either the company or the machinists employed by them should wish to change this schedule, a notice of thirty days will be given of the proposed changes.

C. H. WIGGIN,

Superintendent Motive Power.

APPROVED:

HENRY BARTLETT,

General Superintendent Mechanical Department.

BOSTON, MASS., April 1, 1907.

MACHINISTS, DELAWARE & HUDSON RAILROAD.

The following rules and regulations will govern machinists and apprentices on the D. & H. system:

SECTION 1. Ten hours shall constitute a day's work, and in the event of the company running less than ten hours, time and one-half shall be paid for all time worked after shop hours. This does not include Saturday afternoon, when straight time only will be allowed.

SEC. 2. Overtime worked Sundays and legal holidays shall be paid for at the rate of time and one-half and in the event of a machinist or apprentice being called after leaving shop and such work being three hours and twenty minutes, or less, will receive five hours' pay; and in more than three hours and twenty minutes, time and one-half will be paid.

SEC. 3. Helpers and handymen will not be permitted to do machinist work or be advanced to the detriment of machinists or machinist apprentices.

SEC. 4. Machinists sent out on the road to do emergency work, all necessary living expenses will be refunded; providing receipts are attached to expense voucher and regular shop hours at the home station will govern.

SEC. 5. Should a reduction of expenses be necessary men will be given preference according to their ability and length of service. Company will not reduce the number of men when in the opinion of its officials it is more practical and economical to reduce the number of hours. Men being laid off under such conditions to be given preference when force is again increased, if available.

SEC. 6. An apprentice engaging to learn the machinists' trade shall not be less than sixteen or more than twenty-one years of age. One apprentice to be employed in each shop, irrespective of the number of machinists employed, and one additional apprentice to every five machinists thereafter. This rule not to effect apprentices now employed in the service. The period of apprenticeship will be four years of three hundred days per year; three years on the various machines or special jobs, and shall not serve more than six months on any machine or special job, and he shall not in any case leave the service of the company without just and sufficient cause until his full apprenticeship has been served. Apprentices shall be rated as follows: First

III.200 NEW YORK STATE DEPARTMENT OF LABOR.

year, eight cents; second year, ten cents; third year, thirteen cents, and fourth year, sixteen cents. After working the four years, he shall receive not less than the minimum rate of wages paid in shop where he is employed.

SEC. 7. Machinists and apprentices shall not be discharged or suspended without sufficient cause. If after investigation, employe is found to have been unjustly discharged or suspended, he will be reinstated and receive his pay for all time lost. All cases to be investigated within five days after discharge or suspension.

SEC. 8. Minimum hiring rates of machinists at all points on the system shall not be less than twenty-two and one-half cents an hour.

SEC. 9. These rules and regulations to be in effect from April 1, 1907, except the apprentice wage scale, which shall be effective from May 1, 1907, and remain until either party desires a change, when they will give thirty days' notice.

MACHINISTS, NEW YORK CITY.

NEW YORK, June 11, 1907.

(a) Agreement entered into between the Multiphone Company and the International Association of Machinists, District 15.

1. Party of the first part agrees to employ none but members of the party of the second part in good standing with its organization.

2. The party of the first part agrees that it will not employ the members of the party of the second part to work longer than nine hours in any one day, and that it will pay overtime at the rate of time and a half for the first three hours and double time thereafter. Also double time for Sundays and holidays.

3. There may be employed by the party of the first part one apprentice for the shop and not more than one additional apprentice for every five members or machinists employed of the party of the second part.

4. The minimum rate of pay for machinists in good standing shall be \$3 per day and \$3.50 per day for toolmakers.

5. Any grievance that may arise shall be taken up by the officials of the party of the first part and representatives of the party of the second part for adjustment, and pending said adjustment or arbitration the men shall continue to work.

6. The party of the first part agrees to purchase all its tools or machines from union makers wherever possible.

7. In case of a general demand being made upon the manufacturers by the party of the second part for a reduction in the working hours, then the party of the first part agrees to confer with the party of the second part for said readjustment.

8. It is further understood and agreed that in the event of the party of the second part being unable to supply men competent to fill any vacancy after twenty-four hours' notice, then the party of the first part shall have the privilege to hire any man whom it may deem advisable to fill such vacancy, and the party of the second part will be allowed to use fair, moral suasion to obtain the consent of the men so hired to join said organization of the party of the second part, and if their efforts shall have been unsuccessful during a period of thirty days, then the party of the first part agrees to discharge such men.

9. This agreement shall continue in force for a period of one year from the time of its date and ensealing, but shall be open for the purposes of amending any article contained herein during thirty days prior to its close.

Signed for the Multiphone Company,

By E. J. SELLEY,

President.

Signed for the International Association of Machinists,

By J. A. SCHOFIELD,

GEO. M. MARR,

Business Agents, District 15.

NEW YORK, June 28, 1907.

(b) *Agreement entered into between the Frederick Pearce Company and the International Association of Machinists.*

1. The company agrees to employ no toolmakers, machinists, instrument-makers, or specialist machinists, except members of the International Association of Machinists in good standing; but if the association cannot supply the above classes of mechanics competent and satisfactory to the company upon twenty-four hours' notice, then the company shall have the right to employ men of its own choice, providing men so employed are eligible to membership in the association and join within thirty days; and if eligible men cannot be obtained, the company has the right to employ anyone it may see fit to employ, until they can be replaced by eligible men.

2. Fifty-four hours shall constitute a week's work, to be divided in days as the company and the men may mutually agree.

3. Overtime shall be paid for at the rate of time and one-half for the first three hours and double time thereafter.

4. The minimum rate of pay for machinists and instrument-makers shall be \$3 per day and for toolmakers \$3.50 per day.

5. There shall be no discrimination against employees for acting on shop committees or otherwise.

6. The company agrees in its purchases always to give preference to union-made articles, but in the event that it cannot obtain suitable and satisfactory material, tools or machines of union make, then it is to have the privilege and right to use other than union-made articles or materials.

7. In case of a general demand being made upon the manufacturers in the United States employing instrument-makers for a reduction in the working hours, Article 2, in reference to the number of hours constituting a week's work, will be open for readjustment.

8. Any grievance that may arise shall be taken up by the officials of the company and the representatives of the organization for adjustment, and no strike shall take place pending such efforts at settlement.

9. This agreement shall remain in force for one year from date.

Signed for the Frederick Pearce Company,

CHAS. PEARCE,

Vice-President.

Signed for the International Association of Machinists,

J. A. SCHOFIELD,

GEO. M. MARR,

Business Agents District 15.

III.202 NEW YORK STATE DEPARTMENT OF LABOR.

NEW YORK, July 2, 1907.

*(c) Agreement entered into between the Rockstroh Manufacturing Company
and the International Association of Machinists.*

1. The company agrees to employ none but members of the International Association of Machinists in good standing on machinist work.

2. Nine hours shall constitute a day's work; overtime shall be paid for at the rate of time and one-half for the first three hours and double time thereafter. Double time for Sundays and holidays. On outside work, eight hours shall constitute a day's work and all time over eight hours shall be paid for at the rate of double time.

3. The minimum rate of pay for machinists shall be \$3 per day, and for tool makers \$3.50 per day.

4. Any grievance that may arise shall be taken up by the officials of the company and the representatives of the organization for adjustment.

5. The company agrees in its purchases always to give preference to union-made articles, but in the event that it cannot obtain suitable and satisfactory material, tools or machines of union make, then it is to have the privilege and right to use other than union-made articles or materials.

6. In case of a general demand being made upon the manufacturers for a reduction in the working hours, Article 2, in reference to the number of hours constituting a day's work, will be open for readjustment.

7. A machinist includes a general hand, erecting, floor or vice hand, as well as any man commonly classed as a machinist who can, with the aid of drawings, prosecute the work of construction and erection of special types of machines, carrying same to a successful completion within a reasonable time. Machinists shall also include machine hands operating planers, standard, plain and universal milling machines, universal gear-cutters, shapers, slotters, boring mills, universal tool-grinders, engine, Jones & Lamson, Gisholt or American turret lathes, whenever such men are required to do a general variety of work, either for repairs or from drawings, and can so undertake, prosecute and complete such work to the finish required satisfactorily and within reasonable time on any of the said machines. Men operating the above machines in any standard or special patterns who are required to produce duplicate and repeat pieces of jigwork shall not be classed as journeymen machinists.

8. This agreement shall continue in force to and including July 2, 1908, but from thirty days from its expiration shall be open for the purpose of amending any article in this agreement.

Signed for the Rockstroh Manufacturing Company,

M. S. LYNCH,
President.

Signed for the International Association of Machinists,

J. A. SCHOFFIELD,
GEO. M. MARR,

Business Agents District 15.

MACHINISTS, NEW YORK, ONTARIO & WESTERN RAILROAD.

International Association of Machinists' Agreement with the New York, Ontario & Western Railway Company.

ARTICLE 1.

Ten hours shall constitute a day's work with an advance of fifteen cents per day in wages.

ARTICLE 2.

Time and one-half shall be allowed for all over time.

ARTICLE 3.

Time and one-half shall be paid for work performed on Sundays and all holidays that are legal in the state where the work is done, except February 12th and when a holiday falls on Sunday, the day designated by the state or nation shall be allowed.

ARTICLE 4.

If working hours are reduced to less than ten hours all time worked over the hours stipulated by the company shall be paid for at the rate of time and one-half.

ARTICLE 5.

If a machinist or apprentice is required to work overtime and such time detains him until 7.30 P. M., and on Saturdays after 6 P. M., he shall be paid not less than five hours for time worked up to three hours and twenty minutes. If he works longer than that he shall get the regular time and one-half.

ARTICLE 6.

Machinists and apprentices sent out on the road shall receive full time and overtime according to regular hours at home stations, and in addition all necessary expenses.

ARTICLE 7.

SECTION 1. Machinists' work shall be performed by machinists or apprentices to the machinist's trade. Any person who has served an apprenticeship or had four years' varied experience at the machinist's trade, and in the opinion of the shop foreman and shop committee is qualified to do a machinist's work, he shall be classed as a machinist and paid accordingly.

SEC. 2. Machinist's helpers will not be allowed to undertake or execute such work as requires the skill of a mechanic and must only come in contact with such work in such a way as to render assistance to a machinist or apprentice.

SEC. 3. The following classes of work shall be done by machinists or apprentices to the machinist's trade; helpers may assist only in compliance with section 2 of this article. Hanging of a new boiler on frames, chipping cylinder saddles, putting up frames, all repairs to air brake work on engines, lining of guides, boring bushings of cylinders or bushings, cross-head work, rod work, piston, steam chest and valve motion work, eccentric work, all driving box work, shoes and wedges and all tramming and fitting of parts of running gear. All piping shall be done by machinists when no regular pipers are employed. All cab fittings of iron, steel or brass, bell and bell ringers, whistles, sand box work, injectors, pops, etc., shall be put on and be repaired by machinists or apprentices to the machinist's trade. Helpers shall

III.204 NEW YORK STATE DEPARTMENT OF LABOR.

be allowed to disassemble all locomotives only under the direction of a machinist, and helpers shall clean all parts of the locomotive before being sent to the machinist to work on. Also all machine work where skill is necessary shall be done by machinists or apprentices to the machinist's trade, including skilled drill work. All pony truck or four-wheeled engine truck work, steam pipe and dry pipe work, shall be done by a machinist or specialist.

ARTICLE 8.

SECTION 1. There shall not be more than one apprentice to each shop and one additional apprentice to each five journeymen employed. All apprentices shall be moved at least every six months.

SEC. 2. All apprentices shall receive the following rates:

First year	\$.80 per day
Second year	1.00 per day
Third year	1.30 per day
Fourth year	1.60 per day

SEC. 3. When an apprentice has served four years he shall receive journeyman's pay if competent.

ARTICLE 9.

When any changes occur in the shop force the older men in the service shall be given preference. Any man being placed on a vacant job shall receive the same pay as his predecessor, and thirty days to decide competency.

ARTICLE 10.

Machinists who by reason of their long and faithful service in the employ of this company have become unable to handle the heavy work to advantage, shall be given preference of such light work as they are competent to handle.

ARTICLE 11.

Any committee of our association having grievances shall have the right to present same whether it be on duty or off duty hours.

ARTICLE 12.

There shall be no discrimination against men who serve on grievance committees.

ARTICLE 13.

When requested this company will grant leave of absence and furnish free transportation over its own lines to committees of our association who desire to go before the management for adjustment of grievances.

ARTICLE 14.

In case of sickness members of our association shall have at least forty-eight hours in which to report to foreman.

ARTICLE 15.

Machinists or apprentices discharged without just cause shall be given a hearing and reinstated.

ARTICLE 16.

When working hours are reduced, no increasing of force until hours are restored.

ARTICLE 17.

In consideration of the adoption of this agreement, the minimum rate at all points on the system shall be twenty-one cents per hour on a ten-hour basis.

ARTICLE 18.

These rules and regulations shall become effective July 1, 1907, and continue in force for at least one year, with the understanding that they can be taken up for modification on or before July 1, 1908, on thirty days' notice.

(Signed) *For Machinists:*

GEO. W. WEST,

Supt. M. P., O. & W. R. R.

HERBERT LEWIS,

LEVERETT H. BILLINGS.

III. WOOD MANUFACTURES.

BOX MAKERS AND SAWYERS, NEW YORK CITY.

[Reported by the union as signed by twenty-three firms.]

Manufacturers of repair packing boxes, being desirous of operating their factory in harmony with organized labor, do hereby enter into the following agreement with the Eastern District Council of New York and vicinity, said council being part of the United Order of Box Makers and Sawyers of America.

ARTICLE 1. The above-named firm being the party of the first part, do hereby agree to employ or to have in their employ only such sawyers, repair box makers and drivers as are members of Repair Box Makers Local, No. 31, and it shall be understood that only members carrying the current working card of the union shall be employed.

ART. 2. The business agent shall have access to the factory of the party of the first part.

ART. 3. The minimum scale of wages shall be as follows: All machine sawyers to receive per week, \$18; all benchmen to receive per week, \$17; drivers on double trucks to receive per week, \$17; drivers on single trucks to receive per week, \$14, and it shall be understood that all employees who receive more than the foregoing scale, shall not be subject to any reduction by reason of the adoption of this minimum scale.

ART. 4. The party of the first part may employ one apprentice for each shop, and said apprentice must become a member of Local No. 31 before going to work, he shall be an apprentice for one year, and shall receive not less than \$12 per week.

ART. 5. The hours of labor shall consist as follows: Nine hours and thirty minutes shall constitute a day's work, beginning at 7:30 A. M., ending at six (6) P. M. except Saturday, when work shall stop at four (4) o'clock. Beginning the first Saturday in June and during June, July and August all work shall cease at twelve (12) o'clock noon on Saturday and all employees to receive full pay for said day.

ART. 6. Any driver doing stable work on Sundays or holidays shall receive a full day's pay for the same.

ART. 7. All employees working Sundays, holidays or overtime shall receive fifty cents per hour.

ART. 8. No employee shall be allowed to work on Labor Day.

III.206 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 9. In consideration of the above agreement the party of the second part hereby agree to furnish the party of the first part the best union help obtainable for transaction of their business.

In witness whereof, we have hereunto set our hands and seals this 3d day of September, 1907, until September 3, 1908.

COOPERS, UTICA.

[Reported by union as signed by five firms.]

An agreement, entered into this day of, 190..., by and between, as party of the first part, and Coopers' International Union, Local No. 192, of Utica, N. Y., as party of the second part, to wit:

Party of the first part agrees to employ members in good standing with party of the second part exclusively, in the manufacture and repairing of cooperage.

A day's labor shall consist of eight hours.

The party of the first part agrees to pay to the members of the party of the second part the following scale of prices for work performed.

SCALE OF PRICES.

Wages \$18 per week, fifty cents for each additional hour. If a brewery finds it unnecessary to employ a cooper steady, any less than one week's work at any one time shall be charged for at the rate of fifty cents per hour.

When required to work more than eight hours per day, overtime to be paid for at the rate of fifty cents an hour.

Party of the first part agrees to meet and confer with the duly authorized representatives of party of the second part at any time relative to disputes that may arise over the terms of this agreement or upon any other subject affecting the mutual interests of the parties herein concerned.

Party of the first part further agrees, that in buying new cooperage for use in the brewery, to buy and use only such cooperage packages as are stamped with the union label of the Coopers' International Union.

Party of the second part agrees that its members shall work faithfully at the above named prices and perform their labor to the best of their ability in a satisfactory manner.

Party of the second part further agrees to place the official stamp of the Coopers' International Union on all cooperage packages made under this agreement.

FURTHER AGREEMENTS.

All trimmings or repairing of ale and lager packages belonging to the different brewing companies of said city shall be repaired in Utica, N. Y., and under the jurisdiction of the above named local union, No. 192, of Utica, N. Y.

The agreement shall remain in force for one year and continue annually until such time as either party herein concerned desires a change; such changes, if any, shall be presented one week prior to May 1st of any year by the party desiring to change to the other party to this agreement.

It is further understood and agreed to, that, should any dispute arise between the parties herein concerned which cannot be mutually adjusted, it shall be submitted to a board of arbitration composed as follows: Two

arbitrators to be selected by each of the parties herein concerned, the arbitrators so selected to choose one other disinterested party.

This agreement to take effect, 190..., and to remain in full force and effect until 190...

UPHOLSTERERS, NEW YORK CITY.

Annual agreement between Local No. 70, Carpet Upholsterers' Union, and the firm of

NEW YORK, August 1, 1907.

1. On and after September 2, 1907, measurers, cutters, layers and head pressers on carpets, oil cloths and all other floor coverings, shall receive a minimum rate of wages of \$24 per week; same to be paid weekly, and shall receive no less than one week's work. No member shall be subject to a decrease on account of the minimum scale adopted by this union.

2. The wages of the apprentices shall be as follows: Ten dollars per week for the first year; \$12 per week for the second year; \$15 per week for the third year, and \$18 per week for the fourth year, to be paid weekly. After which they shall receive the minimum rate, \$24 per week, as per first clause of this agreement.

3. The working hours shall be from 8 o'clock A. M. until 6 o'clock P. M., 1 hour to be allowed for lunch. Work done by journeymen or apprentices before 8 o'clock A. M. or after 6 o'clock P. M. on working days, and work performed on Sundays and legal holidays, shall be paid for at the rate of double time.

4. All work on floor coverings (new and old) contracted for by this firm, whether in this city or out of town, shall be done by members of the Carpet Upholsterers' Union of the Upholsterers' International Union of North America.

5. All carpet measurers, cutters, layers and head pressers employed by this firm shall be members of the Carpet Upholsterers' Union, Local No. 70.

6. One (1) apprentice shall be allowed to every ten (10) journeymen carpet upholsterers in ratio to number employed during the period of this agreement. All apprentices shall be required to serve four (4) years at the trade before graduating as a journeyman of the craft.

7. All extra time spent in traveling before 8 o'clock A. M. and after 6 o'clock P. M. shall be paid for at the rate of single time, except where members are required to travel all night, when they shall be furnished with meals and sleeping accommodations. Members traveling on Sunday and legal holidays shall be paid for at the rate of double time.

8. Work done on the following legal holidays shall be paid for at the rate of double time: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day, Christmas Day, and Sundays.

9. The first clause shall not bind the employers to keep in their employ for one week any member whom they may employ and who proves incompetent in any of the branches, neither shall members be paid for legal holidays where services are not rendered.

10. This agreement to go into effect September 2, 1907, and remain in force one year.

III.208 NEW YORK STATE DEPARTMENT OF LABOR.

WOOD WORKERS, WHITE PLAINS.

[See also general agreement under " Building Trades," Group XII.]

Articles of agreement between Master Builders and Local Union 53, Carpenters and Joiners of America.

We do each with the other agree to the following:

ARTICLE 1. That nine (9) hours shall constitute a day's work from Mondays to Fridays, inclusive, and five (5) hours on Saturdays, making fifty (50) hours per week, to be worked between 7 A. M. and 5 P. M. Mondays to Fridays, inclusive, and 7 A. M. to 12:30 P. M. Saturdays. No work to be done Saturdays after 12:30 P. M. under any consideration, except making repairs to machinery. No member of any firm will be allowed to work more than fifty (50) hours per week at the trade. No more than two (2) members of any firm will be allowed to handle tools at the trade.

WAGES.

ART. 2. The minimum rate of wages for mechanics shall be forty (40) cents per hour; for improvers thirty-two (32) cents per hour. Time and one-half for overtime, double time for Sundays and holidays. No member will be allowed to work on Labor Day. Any man sent on outside work must be controlled by the Carpenters and Joiners' agreements and work eight hours per day, between 8 A. M. and 5 P. M., and receive at least forty-seven (47) cents per hour. Payments to be made in full weekly from Friday to Friday P. M. before 12:15 P. M. Saturdays.

IMPROVERS AND APPRENTICES.

ART. 3. Two (2) improvers will be allowed to every ten (10) men and two (2) apprentices to every fifteen (15) journeymen.

ART. 4. We also agree to employ only recognized members of Local Union 53, Carpenters and Joiners of America.

ART. 5. The business agent shall have the privilege to enter shops at any time to examine members' cards or on any other business pertaining to this agreement.

ART. 6. Any rules and agreements not mentioned herein shall be governed by agreements signed by employers of outside men.

ART. 7. These agreements to take effect April 1, 1907.

For Master Builders:

JOHN EMBERSON,
GEO. L. MILLER.

For L. U. No. 53, U. B. of C. and J. of A.:

JOS. G. KNAPP,
W. N. MABEE,
CHAS. R. HUNT.

IV. LEATHER AND LEATHER GOODS.

SHOE CUTTERS, AUBURN.

For the purpose of expediting the settlement of the controversy between Dunn & McCarthy and K. of L. Assembly 1558, Dunn & McCarthy and K. of L. Assembly 1558, each agree to sign the proposed agreement and Dunn & McCarthy further agree not to ask for a less price than 3½ cents on a foxed circular laced shoe.

Owing to the fact that the said Assembly reports that a peculiar condition obtains in Dunn & McCarthy's factory between the pattern and the stock used on the whole quarter circular lace shoe, Dunn & McCarthy agrees to pay, without actually passing on the merit of the price, 3½ cents for said shoe.

And Dunn & McCarthy and K. of L. Assembly 1558, agree between themselves that this shall in no sense be considered as a base price, and both agree that neither shall use this price against the other in the consideration of further prices.

DUNN & MCCARTHY,
By CHAS. A. MCCARTHY,
Secretary and Treasurer.
Local Assembly 1558, K. of L.,
By E. E. FERRIN, M. W.

Agreement between Dunn & McCarthy of Auburn, New York, and K. of L. Assembly 1558 of said Auburn, New York.

1. Dunn & McCarthy agrees that there shall not be any discrimination against any cutter in its employ because of his membership in the said K. of L. Assembly 1558, or because of his activity in the Assembly's affairs, provided such activity in the Assembly's affairs does not interfere with the due performance of his duties, and Dunn & McCarthy further agrees, that it will not attempt to influence in any way any of its employees not to join said Assembly or to withdraw from it.

2. The K. of L. Assembly 1558, agrees that neither it, nor its members or representatives, will in any way exercise any force or intimidation of any kind to induce any of the employees of Dunn & McCarthy to join or not to withdraw from said Assembly.

3. The K. of L. Assembly 1558, agrees to appoint a committee to represent its members in the cutting department of Dunn & McCarthy's factory in any matter of any kind relating to wages, or conditions of labor or employment.

4. Dunn & McCarthy agrees to appoint an officer or committee with power to represent it in all matters of any kind relating to wages, or conditions of labor or employment in the cutting department of its said factory.

5. Any proposition, request or grievance presented by either party hereto in respect to wages, or conditions of labor or employment, shall be fully investigated and discussed in conference by the representatives of the respective parties hereto, and the parties shall make every effort to reach such agreement as fairness and justice to both parties demand.

6. If, after investigation and discussion, as provided by Article 5, it shall become clear that the parties are unable to reach an agreement, the matter in dispute with the facts bearing thereon shall be submitted to a Board of Arbitration consisting of five members, two of whom shall be selected by Dunn & McCarthy, two by the said Assembly, and the fifth by the four so chosen.

The question in controversy between the parties shall be stated in writing and submitted to the arbitrators, who shall thereupon appoint a time and place for hearing the parties and shall render a decision on the question in dispute within three weeks from the time the question has been submitted to them for decision.

After fully hearing the parties, the arbitrators shall render a decision in writing upon the question in controversy, which decision shall be based upon

III.210 NEW YORK STATE DEPARTMENT OF LABOR.

the facts agreed to by the parties and the evidence submitted to the arbitrators, and the arbitrators shall state in writing their conclusions and the reasons therefor.

The decision of the arbitrators, or a majority of them, so stated in writing, shall be final and conclusive upon Dunn & McCarthy and upon K. of L. Assembly 1558, and the members thereof employed in said factory for six months from date of rendering the same.

7. The K. of L. Assembly 1558, agrees on behalf of itself and its members, that it will not cause or sanction any strike on the part of its members, and Dunn & McCarthy agrees, that it will not lock out any of its employees who are members of this Assembly while this agreement is in force.

8. This agreement shall continue in force from the date hereof until the end of our fiscal year, that is, December 1, 1907.

Should either party hereto desire to alter, amend or annul this agreement, it shall give written notice of such desire to the other party at least thirty days before the expiration of the agreement. If no such notice is given this agreement shall continue in force for another year and so on from year to year until such notice is so given.

9. This agreement shall enure to the benefit of and be binding upon all present and future members of said K. of L. Assembly 1558, who are, or hereafter may become employees of Dunn & McCarthy, as fully as if they had signed this agreement.

In Witness Whereof, Dunn & McCarthy and K. of L. Assembly 1558, by their respective officers, thereunto duly organized, have executed this instrument in duplicate this 23d day of April, 1907.

DUNN & MCCARTHY,
By CHAS. A. MCCARTHY,
Secretary and Treasurer.
Local Assembly 1558, K. of L.,
By E. E. FERRIN, M. W.

VI. PAPER AND PULP.

FIREMEN, INTERNATIONAL PAPER COMPANY'S MILLS.

Agreement made this fourteenth day of May, 1907, between the International Paper Company and the International Brotherhood of Stationary Firemen:

1. The International Paper Company agrees to pay its boiler house employees at *established rates per hour for the time spent in its service*, straight time being allowed for routine Sunday work and for overtime work during the week. In case of a break down, firemen doing strictly repair work will be allowed time and one-half for work between 7 A. M. Sunday and 7 A. M. Monday.

2. The International Paper Company agrees that during the year from *July 1, 1907 to July 1, 1908*, it will pay boiler house employees doing tour work under the three tour system at the following *standard rates*:

Head fireman, 30 cents per hour, \$2.40 for eight hours' work.
First fireman, 28 cents per hour, \$2.24 for eight hours' work.
Coal fireman, 25 cents per hour, \$2.00 for eight hours' work.
Wood fireman, 25 cents per hour, \$2.00 for eight hours' work.
Coal handlers, 22.34 cents per hour, \$1.79 for eight hours' work.
Ash handlers, 22.34 cents per hour, \$1.79 for eight hours' work.

3. It is mutually understood that the term *head fireman* designates an employee having charge of a boiler house consisting of *ten boilers or more*.

It is mutually understood that the term *first fireman* designates an employee who does firing and at the same time has the responsibility of a boiler house consisting of *nine boilers or less*.

It is mutually understood that the term *coal handler* is used to designate a regular boiler house employee whose duty it is to handle coal regularly from *car or coal pocket to the hearth*.

It is mutually understood that the term *ash handler* designates a regular boiler house employee whose duty it is to remove ashes from the boiler house.

4. It is mutually agreed that there shall be *no lockouts or strikes* while this contract is in force, and that all matters of dispute shall be *adjusted in conference*, and finally, that during any conference, boiler house shall be *kept running to their full capacity*.

5. It is agreed that the International Paper Company shall have the *right to discharge* any boiler house employee because of inefficient service, refusal to obey the instructions of a superior, wilful disregard of the Company's interest, or on account of the elimination of any given position.

6. The International Brotherhood of Stationary Firemen agrees that its members *when so requested*, will work seven days of eight hours each per week.

7. The International Brotherhood of Stationary Firemen agrees that its members, while in the employ of the International Paper Company, shall *comply in all respects with the Company's rules* as issued under date of January 1, 1907.

8. The International Brotherhood of Stationary Firemen, in consideration of the advance in wages conveyed by this agreement, *pledges itself to assist the International Paper Company in all reorganizations of boiler house work at its several plants, which will create economies in fuel and labor expense*.

Signed:

For International Brotherhood of Stationary Firemen,
(Signed) TIMOTHY HEALY,
President.

For International Paper Company,
(Signed) WARREN CURTIS,
Manager Dept. Construction and Maintenance.
(Signed) W. A. WHITCOMB,
Manager Manufacturing Dept.

PULP WORKERS, INTERNATIONAL PAPER COMPANY'S MILLS.

Agreement made this 26th day of July, 1907, between the International Paper Company and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

1. The International Paper Company and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers agree, one with the other, that they will abide by the articles of this agreement during the period of one year from August 1, 1907, and that this agreement shall remain in effect after August 1, 1908, until it is terminated by a written notice of thirty (30) days given by one party to the other.

III.212 NEW YORK STATE DEPARTMENT OF LABOR.

2. The International Paper Company agrees to continue the system of three shifts for tour workers in the mills where it is already established and to *proceed with the establishment of the three tour system* in other plants as follows:

MILL.	Date of starting on three tours.
Cadyville and Morrisonville.....	August 19, 1907
Solon	September 16, 1907
Winnipiseogee	September 30, 1907
Milton	October 14, 1907

In placing those mills upon the three tours, it is understood by both parties to this agreement that the three tour rates will be determined by multiplying the two tour rates by 65 and dividing the result by 48.

3. It is mutually agreed and understood by both parties that the *running time for paper mills* will be from 7 A. M. Monday morning until 7 A. M. Sunday morning, a period of six (6) days of twenty-four (24) hours each. In case of accident or because of some adverse condition beyond the control of the International Paper Company, the paper mills may run from 6 P. M. Sunday until 7 A. M. Monday, such running time to be arranged in each case between the general officers of the International Paper Company and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

4. It is mutually agreed that the *running time of ground wood mills* shall be from 6 P. M. Sunday until 7 A. M. Sunday during a period of nine and one-half ($9\frac{1}{2}$) months from October 1st to July 15th, and from 7 A. M. Monday until 7 A. M. Sunday during a period of two and one-half ($2\frac{1}{2}$) months from July 15th until October 1st. It is further agreed that a longer weekly running time may be arranged whenever same is mutually agreeable to the company and its employees at any ground wood mill, such running time to be arranged in each case between the general officers of the International Paper Company and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

5. It is mutually agreed that the *running time of sulphite mills* shall be from 11 P. M. Sunday, until 7 A. M. Sunday for nine and one-half ($9\frac{1}{2}$) months beginning October 1st and until July 15th and from 7 A. M. Monday until 7 A. M. Sunday during two and one-half ($2\frac{1}{2}$) months from July 15th until October 1st, with this exception, that the employees in the acid and digesting rooms shall be on duty when so requested by their superintendent as and much longer as is necessary for them to get a supply of pulp ahead so that the presses may begin running when the starting time for the plant arrives.

6. The International Paper Company agrees to enforce and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers agrees that its members while in the employ of the International Paper Company shall *comply in all respects with the Company's rules as issued under date of January 1, 1907*, and, furthermore, that they will comply with all the provisions of this agreement and in case of failure to do so, any employee so failing, may be immediately discharged.

7. It is further agreed that representatives of the two parties to this agreement shall visit mill 27 at West Enfield, Maine, and if such conditions

as will make the operation of that plant profitable, can be mutually agreed upon, then the eight-hour system for four workers shall be adopted at West Enfield.

8. It is mutually agreed that there shall be *no strikes or lockouts* (general or local) during the period of this agreement and that all matters of dispute shall be settled in conference, it being mutually understood that any matters which cannot be adjusted by the local representatives of the parties hereto, shall be referred to the general officers of both parties and decided between them. Furthermore, it is mutually agreed that during any conference, all parts of the plant or plants affected by the question at issue, shall be kept running to their full capacity. Finally, both parties agree to submit to arbitration, any question for which a solution mutually satisfactory cannot be agreed upon.

9. The International Paper Company reserves and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers concedes the absolute *right of the Company to discharge* any employee because of inefficient service, refusal to obey the instructions of a superior, wilful disregard of the company's interests, or the doing away with a position which any man may fill.

10. It is mutually understood that it is the policy of the International Paper Company to *operate its plants as economically as possible* and in order to partially offset the great increase in cost of manufacture due to the three tour system and the advance in rates of pay, a continual effort will be made by the International Paper Company to reduce the crew in each department of each mill to the most reasonable basis, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers agrees that its members who are employees of the International Paper Company shall render co-operation in accomplishing this result, and furthermore, that when any reorganization occurs, such employees will perform to the best of their ability, any new or different duties assigned to them.

In witness whereof, the parties to this agreement have hereunto affixed their signatures.

For the International Brotherhood of Pulp, Sulphite and Paper Mill Workers,

JAMES F. FITZGERALD,
President-Secretary.

For the International Paper Company,

W. A. WHITCOMB,
Manager Manufacturing Dept.
G. F. UNDERWOOD,
General Manager.

VII. PRINTING AND PAPER GOODS.

COMPOSITORS, NATIONAL ARBITRATION AGREEMENT.

Arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union.

SECTION 1. On and after May 1, 1907, and until May 1, 1912, any publisher who is a member of the American Newspaper Publishers' Association, employing union labor in any department or departments of his office under a contract or contracts, written or verbal, with the local union or unions

III.214 NEW YORK STATE DEPARTMENT OF LABOR.

affiliated with the International Typographical Union, and in force on March 1, 1907, and all other labor contracts which have been approved by the president of the International Typographical Union, shall have the following guarantees:

A. He shall be protected under such contract or contracts by the International Typographical Union against walkouts, strikes, boycotts or any other form of concerted interference with the peaceful operation of the department or departments of labor so contracted for by any union or unions with which he has contractual relations; provided, such publisher shall enter into an agreement with the International Typographical Union to arbitrate all differences affecting wages, hours and working conditions that may arise under such verbal or written contract or contracts between the said publisher and the local union, affecting union employees in said department or departments, if said differences cannot be settled by conciliation.

B. All disputes arising over scale provisions relating to wages, hours and working conditions in renewing or extending contracts shall likewise be subject to arbitration under the provisions of this agreement, if such disputes cannot be adjusted through conciliation.

SEC. 2. Local union laws not affecting wages, hours and working conditions and the laws of the International Typographical Union shall not be subject to the provisions of this arbitration agreement; provided, that international or local laws enacted subsequent to the execution of an individual arbitration or local contract shall not affect either contract during its life.

SEC. 3. The question whether a department shall be union or non-union shall not be classed as a "difference" to be arbitrated.

SEC. 4. If conciliation between the publisher and a local union fails, then provision may be made for local arbitration. When a local board of arbitration is formed, and a decision rendered which is unsatisfactory to either side, then review by the national board of arbitration may be asked for by the dissatisfied party through appeal, provided notice to the other party to that effect is given within five (5) days thereafter, and the appeal is filed with the national board within thirty (30) days after local decision has been rendered. It shall be optional with the board to grant or deny such review on written appeal, as the facts in the case may warrant.

SEC. 5. In case a review is granted, as provided in section 4, the national board of arbitration shall not take evidence, but both parties to the controversy may appear personally or may submit records and briefs, and may make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony, properly certified to before a notary public, by the stenographer taking the original evidence or depositions.

SEC. 6. Pending final decision, work shall be continued in the office of the publisher, party to the case, and the award of the national board of arbitration shall in all cases include a determination of the issues involved, covering the period between the raising of the issues and their final settlement; and any change or changes in the wage scale of employees may, at the discretion of the board, be made effective from the date the issues were first made.

SEC. 7. Union departments shall be understood to mean such as are made up of union employees, in which union rules prevail, and in which the union has been formally recognized by the employer.

SEC. 8. This agreement will not be operative in cases of disputes arising within sixty days after the date of the arbitration contract, as signed by the president of the International Typographical Union; excepting in the cases of holders of the former arbitration contract prior to March 1, 1907, and who execute this contract to be effective May 1, 1907.

SEC. 9. The National Board of Arbitration shall consist of the three members of the executive council of the International Typographical Union and the three members of the special standing committee of the American Newspaper Publishers' Association, or their proxies. This board shall meet on the first Tuesday of each month at such time and place as may be determined by it. Due notice of time and place of meeting of the national board shall be given all interested parties. The finding of the majority of the national board shall be final, and shall be accepted as such by the parties to the dispute under consideration.

SEC. 10. In the event of either party to the dispute refusing to accept and comply with the decision of the National Board of Arbitration, all aid and support to the firm or employer, or local union, refusing acceptance and compliance, shall be withdrawn by both parties to this agreement. The acts of such recalcitrant employer or union shall be publicly disavowed, and the aggrieved party to this agreement shall be furnished by the other with an official document to that end.

SEC. 11. The said National Board of Arbitration must act, when its services are desired by either party to an appeal as above, and shall proceed with all possible dispatch in rendering such services.

SEC. 12. All expenses attendant upon the settlement of any appeal or hearing before the national board shall be adjusted in each case in accordance with the directions of the National Board of Arbitration.

SEC. 13. The conditions obtaining before the initiation of the dispute shall remain in effect pending the finding of the local board, or of the National Board of Arbitration.

SEC. 14. The following rules shall govern the national or local board of arbitration adjusting differences between parties to this agreement:

1. It may demand duplicate typewritten statements of grievances.
2. It may examine all parties involved in any differences referred to it for adjudication.
3. It may employ such stenographers, etc., as may be necessary to facilitate business.
4. It may require affidavit on all disputed points.
5. It shall have free access to all books and records bearing on points at issue.
6. Equal opportunity shall be allowed for presentation of evidence and argument.
7. The deliberations shall be conducted in executive session, and the findings, whether unanimous or not, shall be signed by all members of the board in each instance.

III.216 NEW YORK STATE DEPARTMENT OF LABOR.

8. In event of either party to the dispute refusing to appear or present its case after due notice, it may be adjudicated in default, and findings rendered against such party.

9. All evidence communicated to the board in confidence shall be preserved inviolate, and no record of such evidence shall be kept, except for use on appeal, in which case such inviolability shall be preserved.

SEC. 15. The form of contract to be entered into by the publisher and the International Typographical Union shall be as follows:

CONTRACT.

It is agreed between....., publisher or proprietor of the and of, duly authorized to act in its behalf, party of the first part, and the International Typographical Union, by its president, duly authorized to act in its behalf, and also in behalf of Union No. of as follows:

That any and all disputes that may arise

1. Under any contract, verbal or written, in force March 1, 1907;
2. Under any other contract, verbal or written, approved by the president of the International Typographical Union.

All disputes arising over scale provisions affecting wages, hours and working conditions in renewing or extending contracts between the aforesaid publisher or proprietor and the aforesaid Union No. or any member thereof, operating in the department of the aforesaid newspaper, may first be settled by conciliation between the publisher and the authorities of the local union if possible. If not, the matter may be referred to local arbitration, each party to the controversy to select two arbitrators, the decision of a majority of such board of arbitration to be final and binding upon both parties, except on appeal as provided herein.

Pending local or national arbitration and decision thereunder work shall be continued as usual in the office of the publisher, party to this agreement, and the award of the arbitrators shall, in all cases, include a determination of the issues involved covering the period between the raising of the issues and the final settlement, and any change or changes in the wage scale of employees, or other ruling, may, at the discretion of the arbitrators, be made effective from the date the issues were first made.

When a local board of arbitration is formed, and a decision rendered which is unsatisfactory to either side, then an appeal may be taken to the National Board of Arbitration by the dissatisfied party. If for any cause local arbitration is not completed, then the case may be taken to the National Board of Arbitration. Pending final decision work shall be continued as usual in the office of the publisher, party to the case, and the decision of the National Board of Arbitration shall, in all cases, include a determination of the issues involved covering the period between the raising of the issues and their final settlement; and any change or changes in the wage scale of employees may, at the discretion of the board, be made effective from the date the issues were first made.

In consideration of this agreement by the said publisher or proprietor to arbitrate all differences as provided for herein with the aforesaid Union

No., the International Typographical Union agrees to underwrite the said contract and guarantees fulfillment on the part of the aforesaid Union No.

It is expressly understood and agreed that sections numbered from 1 to 16, inclusive, of the agreement between the American Newspaper Publishers' Association and the International Typographical Union, hereunto attached, together with the code of procedure, shall be integral parts of this contract and shall have the same force and effect as though set forth in the contract itself.

This contract shall be in full force and effect on the day of, 19...., to the first day of May, 1912, subject to amendment by the National Arbitration Board.

In witness whereof, the undersigned publisher or proprietor of the said newspaper by and the president of the International Typographical Union have hereunto affixed their respective signatures in quadruplicate this day of, 19....

.....
.....

Publisher(s) or Proprietor(s).

.....

Witness as to Publisher.

.....

President International Typographical Union.

.....

Witness as to President.

SEC. 16. This covenant between the International Typographical Union and the American Newspaper Publishers' Association shall remain in effect from the first day of May, 1907, to the first day of May, 1912, but amendments may be proposed at any meeting of the National Board of Arbitration by either party thereto, and on acceptance by the other party to the agreement shall become a part thereof.

CODE OF PROCEDURE

Governing the execution of the arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union.

GENERAL.

1. A form of certificate shall be prepared for the use of the union and the publisher desiring an individual arbitration contract, and this certificate shall contain a statement that the office of the publisher is union in the department or departments to be covered by the contract; that there is at the time of execution of the certificate no issue pending between the publisher and the local union, nor a new scale or change of scale of prices under consideration by either party, and that the full execution of the arbitration contract is satisfactory to both parties. This certificate shall be signed by the president and secretary of the local union, with seal attached, and by the interested publisher, and forwarded by the latter, with his executed arbitration contract, to the commissioner of the American Newspaper Publishers' Association, and by him to the president of the International Typographical

III.218 NEW YORK STATE DEPARTMENT OF LABOR.

Union. If there is an issue pending it shall be defined in the certificate, and be considered exempt from arbitration, but as to all other matters the national arbitration agreement shall apply in the usual manner. No new issue shall be raised by either party until at least sixty (60) days shall have elapsed from the date of signing the above certificate. This section shall only apply to publishers who do not secure arbitration contracts prior to March 1, 1907, and publishers holding contracts on March 1, 1907, who fail to secure this contract to be effective May 1, 1907.

2. An issue is raised at the time a written request for a change of conditions is made by either party.

LOCAL ARBITRATION.

3. Within thirty (30) days after a union has made a detailed demand for a change of scale, or within sixty (60) days after a publisher has made such a detailed demand, the two parties in interest must have a conference. A shorter period than above specified may be agreed to. At said conference the party on whom the original detailed demand was made shall also have the right to present a detailed proposition on its own behalf. This conference (or continuations thereof) shall be one of conciliation, and every effort shall be made to agree.

4. Upon failure to agree, each party shall prepare its statement, embracing the conditions that it seeks to establish. Each statement must be complete in itself, and copies thereof shall be forwarded to the commissioner of the American Newspaper Publishers' Association and the president of the International Typographical Union, accompanied by a letter of transmittal, to be signed jointly by the parties in interest, certifying that they are acquainted with the contents of both statements. The commissioner and president shall thereupon determine the questions or subjects which can be properly submitted to arbitration, and shall promptly notify the interested parties of their decision. In case the two officials cannot agree, their differences shall be submitted to the National Board of Arbitration.

5. Within ten (10) days after the questions to be arbitrated have been finally determined, a local board of arbitration may be formed, two members thereof to be named by each side, the board as thus constituted to select from among its members a chairman and secretary. If, within an additional twenty (20) days, it is found impossible to agree, the case shall be immediately referred to the National Board of Arbitration.

6. After the local board of arbitration has been organized it shall proceed forthwith to conduct the hearing under the following rules:

7. The party making the original demand shall have the right to present its case and evidence without interruption, excepting that when oral evidence is introduced, cross-examination of witnesses shall be allowed. The opposing parties shall have the same right in turn. The first party shall then have the right to present evidence strictly in rebuttal, and the opposing party shall be allowed to present counter evidence strictly in surrebuttal.

8. In case of the inability of either side to present evidence at the moment, the order may be varied to the extent of allowing such evidence to be presented at such session as may be agreed upon by the parties to the contest, or as may be ordered by the local board of arbitration. No evidence shall

be received or considered that was not presented at a regular open session of the board.

9. Oral arguments may be limited to one speech on each side, after all evidence has been presented. Written pleadings, instead of oral arguments, shall be allowed whenever agreed upon by the parties to the contest, or whenever ordered by the local board of arbitration.

10. There shall be an agreement by at least a majority of the members of the board as to the exact times and places of hearing, of which both parties shall be notified in season. The sessions shall be continuous, except for necessary intermissions, until the hearing is concluded.

11. It shall be allowable for the members of the board, in any case, to visit any office to see the operation of labor therein, or for any other laudable purpose, to aid in arriving at a just decision.

12. When said hearing is concluded the board shall, without unnecessary delay, go into executive session, from which all persons except the members of the board shall be excluded, for the determination of its award. The award of the board must be formulated and signed by all of the members thereof, at a regular executive session, after there has been full opportunity for consideration and discussion, the date and time of such session having previously been determined at a full meeting of the local board. If any member of the local board dissents from the award, and wishes to file a dissenting opinion, he shall give immediate notice to that effect, and shall, within forty-eight (48) hours after the award has been decided upon, and before it has been promulgated, formulate his reasons for dissenting, and such opinion must be signed by him before final adjournment at a regular executive session, arranged for as above provided. Such dissenting opinion, when thus signed, must be attached to the award.

13. The local board shall not be compelled to set forth its reasons for making the award, and may only do so in the written award. In framing its award the findings shall be expressed in detail, to the end that no misunderstanding shall afterward occur. In the absence of a local agreement to the contrary, all awards of the local board shall be for at least one year.

14. All expenses of the local arbitration board shall be divided equally between the union and publishers. The board shall employ a competent stenographer to report the proceedings, and the transcript of such report shall be accepted as the best evidence of what occurred at such hearing, unless it can be shown that gross errors exist in said transcript.

THE NATIONAL BOARD.

15. So far as they are applicable, the foregoing rules of procedure for the local arbitration board shall govern the National Board of Arbitration.

16. Should it be alleged, on appeal, that either party to a local arbitration under the national agreement has omitted to perform any duty prescribed therein, or attempted to evade any of these rules, or has secured any unfair or fraudulent advantage, it shall be the duty of the National Board of Arbitration to determine the case in conformity with the rules provided by this code and the national agreement. Should the national board determine after a full hearing that evasion, neglect, collusion or fraud has characterized the local proceedings, it shall be wholly within its power to reject

III.220 NEW YORK STATE DEPARTMENT OF LABOR.

all that has been previously done and order a rehearing before the national board or a new local board; or it may find against the offending party, or annul the individual arbitration contract.

17. In the absence of a local agreement to the contrary, all awards of the national board shall be for at least one year.

18. These rules and this code may be amended at any meeting of the national board in accordance with the method prescribed in section 16 of the national agreement.

19. These stipulations and the code of procedure as hereinbefore set forth are hereby ratified and confirmed this day of, 1907, by the special standing committee of the American Newspaper Publishers' Association and the executive council of the International Typographical Union, in conference assembled, and it is agreed that the national arbitration agreement shall be interpreted and applied in accordance herewith.

COMPOSITORS, ALBANY.

[Scale of prices reported] by union as signed by sixteen employers. In effect May 1, 1907]

BOOK AND JOB WORK.

SECTION 1. Eight hours shall constitute a day's work — forty-eight hours per week. Compensation, \$17. Lost time during the day shall be deducted — not offset against night work in any case. *Sunday work*, and work done on stated holidays, viz.: New Year's, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, double price.

SEC. 2. Extra hours, price and one-half per hour.

SEC. 3. When employed by the piece, 40 cents per 1,000 ems, for work in the English language, from pica to agate, inclusive; pearl and diamond, 10 cents per 1,000 ems additional, and compositor to make up his own matter; but when matter is made up by the office, the compositor shall charge 35 cents per 1,000 ems, the office deducting only the head line, blank line after it, foot line and side note (if any), the compositor charging remainder of space, blank pages, etc. When matter is necessarily counted by lines, or measured from galley proofs, the compositor shall be entitled to 35 cents per 1,000 ems.

SEC. 4. For piece work done after regular hours, 15 cents additional per 1,000 ems shall be charged.

SEC. 5. The compositor shall take two proofs of each page or galley, all extra proofs to be taken by the office; but when proofs are required through the carelessness of the compositor, they shall be taken by him without charge.

SEC. 6. All letters cast on a body larger than the face, as bourgeois on long primer, to be counted according to face; letters cast on a body smaller than the face, to be counted according to the body.

SEC. 7. Works done in type larger than pica to be counted as pica.

SEC. 8. English dictionaries or grammars, pica to agate, inclusive, 50 cents per 1,000 ems.

SEC. 9. Works in foreign languages, 60 cents per 1,000 ems, excepting Greek and Hebrew. Greek, price and a half; Hebrew, without points, 25 cents per 1,000 ems advance; when with points, the body and points to be cast up, each separate, according to its size, and charged double; fonts with kerned body and points, double price.

SEC. 10. Arithmetics, spelling books and works of that description, 55 cents per 1,000 ems.

SEC. 11. Algebraical works to be charged double. Works which contain a profusion of medical, astronomical or other signs, the rate to be agreed upon.

SEC. 12. Side notes to be counted the full length of the page, and cut-in notes five cents each.

SEC. 13. Rule and figure work, double the price of plain composition.

SEC. 14. Pages of three columns, with or without headings, or four columns without headings, price and a half.

SEC. 15. Pages of four or more columns, with one or more headings, or five or more columns, with or without headings, double price.

SEC. 16. All work where the measure does not exceed sixteen ems in width, two cents extra per 1,000. The rule shall not apply to pages containing three or more columns. [See Sec. 14.]

SEC. 17. All genealogical or other works in which a profusion of caps, small caps, italics, points, superior letters or figures, or frequent interlineations occur, shall be charged five cents per 1,000 ems extra.

SEC. 18. When newspaper work, or work *used* upon a newspaper, is done in book offices, no deduction shall be made for making up or imposing.

SEC. 19. Work started by the piece or week shall be finished from cover to cover in the same manner.

NEWSPAPERS.

DAILY — MORNING.

SECTION 1. *Piece Work*.—All composition on morning newspapers (excepting advertisements, markets and all paid matter), to be charged for at the rate of 40 cents per 1,000 ems, the compositors to have at least seven hours' continuous composition.

SEC. 2. *Week Work*.—Per week of forty-eight (48) hours (8 hours per day), \$22. Where extra hands are called in to work at night, they shall receive a full night's pay. Extra hours, price and one-half.

SEC. 3. Day work may be done on morning papers at evening paper rates, in which case the hours must be the same as those of evening papers.

DAILY — EVENING.

SECTION 1. *Piece Work*.—All composition on evening newspapers (except advertisements, markets and all paid matter) to be paid for at the rate of 35 cents per 1,000 ems, the compositor to have at least seven hours' continuous composition.

SEC. 2. *Week Work*.—Compositors employed by the week shall receive \$19 per week of six days (eight hours to constitute a day's work). Extra hours shall be paid for at the rate of price and one-half.

SEC. 3. Sunday work on evening papers to be paid for at double rates.

SEC. 4. Sunday editions of dailies, and weekly Sunday papers, shall have the same scale as the morning and evening papers.

WEEKLY.

SECTION 1. The evening paper scale shall apply to weekly papers.

SEC. 2. The scale for weekly papers (other than Sunday) shall be the same as the book and job scale.

III.222 NEW YORK STATE DEPARTMENT OF LABOR.

MISCELLANEOUS PROVISIONS.

SECTION 1. The use of plates is allowed as follows: Music plates without restriction. Evening papers may use plates or matrices in early or out-of-town editions, but none in Albany city editions. Morning papers may use plates or matrices in out-of-town editions, but none in Albany city editions. Sunday papers may use plates or matrices to any extent; *provided*, that in every case there shall not be less than sixteen pages of matter set in an Albany union office. Also, *provided*, that the use of plates as above granted shall not in any case cause a reduction in the working force.

SEC. 2. Where copy of an unusually intricate character is given out, and in cases of bad manuscript, or an unusual amount of caps and small caps, or five or more lines of italic, such advance shall be made upon the scale as may be adjudged proper by the chairman in each office, together with the foreman and the parties immediately interested.

SEC. 3. In all offices where work is done by the piece, all extra corrections shall be made by a weekly hand or "on time."

SEC. 4. A subordinate union cannot alter or amend the standard of type adopted by the International Typographical Union. The following is the alphabetical scale for the measurement of type: Pica to bourgeois, inclusive, 13 ems; brevier and minion, 14; nonpareil, 15; agate, 16; pearl, 17; diamond, 18. All fonts exceeding the standard are to the benefit of the compositor, and no deduction or allowance can be made owing to such excess. In considering whether a font of type is up to the standard, the letters to be measured are the lower case letters from a to z, inclusive, and these only — the twenty-six letters of the alphabet; and the letters c, d, e, i, s, m, n, h, o, u, t, a and r shall be equal to at least one-half of such measurement. Where type shall be cast upon a larger body than the face (as nonpareil face upon a minion body), it shall be measured as nonpareil; or where it shall be cast upon a smaller body than the face (as long primer face upon a bourgeois body), it shall be measured as bourgeois.

SEC. 5. For every three-em space below the standard, two cents extra per 1,000 ems shall be charged; a four-em space to count as a three-em space; less than a four-em space not to be counted.

SEC. 6. When a measure exceeds even ems in width, and is less than an en, nothing to be counted; but if an en or over, an em to be counted.

SEC. 7. Where a schedule is kept, not more than 6,500 ems shall be demanded.

SEC. 8. Where the measure does not exceed twelve ems pica in width, two cents per 1,000 ems advance to be charged.

SEC. 9. When advertisements are placed on the hook, to be run out, they shall be placed entire, and there shall be no culling. They shall be measured nonpareil, unless set in smaller type, except the annual session laws, which may be measured as heretofore.

SEC. 10. All extracts shall be on a basis of give and take three lines.

SEC. 11. Heads containing four or more lines of nonpareil shall be measured as nonpareil. All other headings shall be measured according to the body of article.

SEC. 12. When piece hands are called upon to do time work, or are required to remain in the office unemployed during the hours of composition, they shall receive not less than forty-five cents per hour for night work and forty cents per hour for day work.

SEC. 13. The following matter shall be paid price and a half: All half-measure matter, with or without rules; three columns of figures or words, or words and figures; single border matter; combined cut and matter or initial letter; an introduction to table, consisting of three lines, leaded or solid, to be measured same as table.

SEC. 14. The following matter shall pay double price: All tabulated matter with rules; four or more columns of figures and words, or words or figures, with or without rules; an introduction to table consisting of three lines, leaded or solid, to be measured same as table.

SEC. 15. All illustrated headings shall belong to the compositor, and shall be paid for at regular rates.

SEC. 16. No change shall be made in this scale of prices except upon one month's notice; such notice to be given at a regular meeting.

MACHINE SCALE.

MORNING PAPERS.

SECTION 1. Compositors employed on machines on morning newspapers shall receive not less than twenty-five dollars (\$25) per week of six nights.

SEC. 2. Eight continuous hours (with the exception of fifteen minutes for lunch), ending not later than 3 A. M., shall constitute a night's work.

SEC. 3. The hour for releasing machine subs shall not be later than one-half hour before time is called.

SEC. 4. In no case can a member working on a machine receive less than a night's pay.

EVENING PAPERS.

SECTION 1. Compositors employed on machines on evening newspapers shall not receive less than twenty-two dollars (\$22) per week of six days.

SEC. 2. Eight continuous hours (with the exception of half an hour for lunch), between 8 A. M. and 5 P. M.,* shall constitute a day's work.

SEC. 3. In no case can a member working on a machine receive less than a day's pay.

WEEKLY PAPERS.

Same as evening papers.

BOOK WORK.

SECTION 1. Compositors employed on machines on book work shall receive at the rate of not less than twenty dollars (\$20) per week of six days.

SEC. 2. Eight consecutive hours (with the exception of an hour for lunch), between 8 A. M. and 5 P. M.,* shall constitute a day's work.

SEC. 3. Night work may be done on machines at the rate of \$23 per week of forty-eight hours. Time — Eight consecutive hours (with the exception of fifteen minutes for lunch), between 5 P. M. and 6 A. M.

SEC. 4. Sunday work and work done on stated holidays, viz.: New Year's, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas — double price.

MISCELLANEOUS.

SECTION 1. None but union members shall be employed to operate machines.

SEC. 2. Overtime, whether before or after regular hours of composition, shall be paid for at the rate of one and one-half price.

* It is left optional with chapels to arrange their hours between 7 A. M. and 6 P. M.

III.224 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 3. Where a compositor is employed part of one day at hand composition and part on machine, the machine scale as to hours and wages governs.

SEC. 4. In no case shall a member working on a machine receive less than a day's pay.

SEC. 5. Compositors learning to operate machines may be employed for not more than two months at \$17 per week for day work and \$20 for night work.

SEC. 6. In offices where both hand composition (piece) and machine composition are done, there shall be no culling of "phat" for the machines, such as leaded matter, poetry, etc.

SEC. 7. Operators shall be under the sole direction of the foreman of the composing room and shall not be subject to the dictation or orders of any machinist or other person not a member of this organization, and no foreman shall delegate his powers to anyone not a member.

SEC. 8. No "stint" shall be demanded of machine operators. On book work, on Mergenthaler linotype machines, the minimum standard of competency of an operator shall be the accomplishment of 18,000 ems of corrected matter; having it understood that the copy shall be legible, and machine in good working order, with requisite number of matrices, etc. When the copy is illegible or of a difficult nature, the chairman and foreman shall decide what shall constitute the minimum standard of competency. If the foreman and chairman cannot agree, the chapel shall decide. The matter is to be measured by the face of type, and as it comes from machine. On newspaper work 25,000 ems shall constitute the minimum standard of competency, to be measured as printed, excluding display heads and column cuts. Operators on Thorne and all other machines are to be governed likewise and receive machine pay and machine hours.

SEC. 9. When a machine operator appears for work and finds his machine "laid up" for repairs, or for any other reason, and is compelled to work, he shall receive machine hours and machine pay.

SEC. 10. Machine product men shall be employed the same number of hours as the operators upon whose product they are working. They shall be paid the regular time scale of \$2.83½ for day work and \$3.33½ for night work. Product men shall work as follows: Two to five machines, one man; six to eight machines, two men; nine to twelve machines, three men, etc.

SEC. 11. In offices where machines are introduced, compositors employed therein shall have the preference to learn to operate as far as practicable. In newspaper offices where machines are used, no sub-list shall be hung up, but the rules of the International and local unions shall govern.

SEC. 12. An employer may pay any extra compensation. *Provided*, that this does not allow the introduction of the regular bonus system—that is, a certain stint for the regular time scale and a stated price for all over that stint.

SEC. 13. It is left optional with chapels to arrange their hours between 7 A. M. and 6 P. M.

STATE, COUNTY AND MUNICIPAL WORK.

SECTION 1. All persons employed on State, county or municipal printing shall work but eight hours per day, whether employed all day on said work, or part of the time on private matter.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.225

SEC. 2. A man who has worked eight hours on State, county or municipal work, may work overtime on commercial work.

SEC. 3. A man who has worked eight hours on commercial work may work overtime on State, county or municipal work. Compensation for overtime, price and one-half.

MACHINE-TENDERS' SCALE.

SECTION. 1. No machine-tender shall receive less than the following rate of wages, and the hours of employment shall be the same as machine operators:

For one or two machines, per week, \$18.

For three or four machines, per week, \$21.

For five to eight machines, per week, \$24.

For nine to twelve machines, per week, \$27.

SEC. 2. Overtime shall be paid for at the rate of price and one-half while the machines are in operation.

SEC. 3. Members, other than substitutes, may apply for a circuit situation in the union, but such members cannot hold a permanent situation in an office having more than two machines at the same time.

SEC. 4. Offices having four machines, or over, shall employ a machine-tender permanently.

CIRCUIT SCALE.

SECTION 1. One machine, two hours per day (six days), \$6.

One machine, one day, \$3.50.

Two machines, two hours per day (six days), \$9.

Two machines, one day, \$4.

COMPOSITORS, NEW YORK CITY.

(a) *Decision of National Board of Arbitration on scale between Typographical Union No. 6 and the American Newspaper Publishers' Association. (See Part IV.)*

INDIANAPOLIS, IND., July 18, 1907.

The scale of prices attached hereto constitutes the decision of the National Board of Arbitration in the scale contention referred to the National Board of Arbitration for adjustment by New York Typographical Union No. 6 and the New York newspapers holding arbitration contracts, and such other New York newspapers as have agreed to abide by the decision of the National Board.

The scale attached hereto is to be effective from May 1, 1907, to May 1, 1908. The "third shift" is also to receive back pay at the rate of \$4 per week from May 1, 1907.

Respectfully submitted,

H. N. KELLOGG,
HERMAN RIDDER,
JAMES M. LYNCH,
HUGO MILLER,
J. W. BRAMWOOD,
BRUCE HALDEMAN.

III.226 NEW YORK STATE DEPARTMENT OF LABOR.

SCALE OF PRICES.

NEWSPAPER SCALE.

1. Under this heading is included the production of all kinds of type-setting or type-casting machines.

2. Offices where all body type is set on machine shall be known as machine offices.

3. In machine composition all work must be time work. Piece work cannot be allowed in any case.

4. All members of the Union employed on morning newspapers, except as hereinafter provided for, shall receive not less than \$5.16 $\frac{2}{3}$ per night, eight continuous hours (including thirty minutes for lunch) to constitute a night's work, the hours to be between 6 P. M. and 3 A. M.

5. Men employed at day work for morning newspapers shall receive day rates (subject to third shift provision). Men employed at night work for evening newspapers shall receive night rates (subject to third shift provision).

6. All members of the Union employed on evening newspapers, except as hereinafter provided for, shall receive not less than \$4.66 $\frac{2}{3}$ per day, eight continuous hours (including thirty minutes for lunch) to constitute a day's work, the hours to be between 8 A. M. and 6 P. M. When called to work at or before 5* A. M., \$2 extra shall be charged in addition to the overtime; and when called to work at or before 7 A. M., \$1 extra shall be charged in addition to the overtime.

7. Members of the Union employed on evening newspapers publishing Sunday editions, except as hereinafter provided for, shall receive not less than \$4.83 $\frac{1}{3}$ per day, eight continuous hours, including thirty minutes for lunch, to constitute a day's work, the hours to be between 8 A. M. and 6 P. M. The rate for Saturday night shall be not less than \$5.66 $\frac{2}{3}$ per night, of seven continuous hours, including thirty minutes for lunch, the hours to be between 6 P. M. and 3 A. M. Extras to receive 50 cents per day or night in addition to the above scale, with the exception of Saturday night, when the pay shall be \$5.66 $\frac{2}{3}$. When called to work on Sundays between 8 A. M. and 6 P. M., shall be paid at the rate of \$1 per hour; but in no case shall a member receive less than a day's pay. Overtime shall be paid for at the rate of time and a half. When called at or before 5 A. M., \$2 extra shall be charged in addition to the overtime, and when called at or before 7 A. M., \$1 extra shall be charged in addition to the overtime. The provisions of this paragraph will apply also to work done on holidays, on which the paper publishes no issue. The section of the scale providing for time for luncheon will also apply.

8. The scale for a "third shift" shall be \$5.66 $\frac{2}{3}$ per day, eight continuous hours (including thirty minutes for lunch) to constitute a day's work, the hours to be between 2 A. M. and 10 A. M.

9. Newspaper offices using a third force are privileged to put on one makeup between the hours of 6 A. M. and 2 P. M., at the rate of \$5.66 $\frac{2}{3}$ per day, the same to be considered a regular situation.

10. Overtime, which shall apply to work done before as well as after the hours specified, shall be charged at the rate of one hour and a half, based

* Subsequently changed to 6.30. See account in Part IV.

on the regular scale for the specified hours, for every hour or fraction thereof so employed.

11. When a member accumulates a full day's overtime in a newspaper office he shall take a day off within the next financial week and put on a substitute. Chairmen are instructed to report all violations of this law to the open meeting of the Union.

12. No member working in the chapel is exempt from taking his overtime off, except the foreman of each shift.

13. Six days at day work or six days at night work shall constitute a situation, and no situation of a less number of days shall be allowed.

14. Extras may be put on in machine offices, either day or night, and shall receive 50 cents in addition to the regular scale, except as provided in section 7. Such extras must be put on from day to day.

15. In no case shall less than a day's pay be accepted by any member of the Union.

16. In machine offices no stints or slides shall be allowed.

17. No one holding a situation shall be allowed to work in any other office.

18. No "sub" shall be allowed to fill a situation and work as extra on morning or evening newspapers on the same day.

19. On all matter set in daily newspapers proof shall be read and copy held by a member of the Union.†

20. No member of the Union shall be held financially responsible for errors occurring in an advertisement, nor shall any member of the Union be held responsible for errors appearing in railroaded matter.

21. In reducing force foreman cannot lay off regular employees until the end of the fiscal week.

22. All compositors employed in offices where machines are introduced must have the exclusive privilege of learning and becoming familiar with their operation. No obstruction or restriction whatever shall be placed upon or stand in the way of learners other than that they are not practical printers.

23. Where an office introduces machines it shall take compositors from those already members of the chapel and instruct them. The minimum of competency shall be 24,000 ems per day or night of eight hours.

24. The officers of the Union are empowered to enter into a contract for at least one year with offices adopting the all-time scale.

25. All union machine offices are prohibited from supplying machine composition to non-union offices.

26. The practice of a foreman selecting or designating a substitute is in direct contradiction to the regulations of Typographical Union No. 6 and of I. T. U. law. The regular shall be the person to select his own substitute and shall in no way be responsible for the work performed by the same, but no foreman shall be compelled to accept a substitute who is incompetent or otherwise incapacitated, and if the regular's selection should fail to appear on time or should be incapacitated, the foreman shall direct the chairman to select or designate another substitute. A substitute selected according to the foregoing provisions shall receive a regular day's pay. Otherwise, fifty cents additional as an extra.

† By later decision of national board to be interpreted to mean that "none but union men shall be employed as proofreaders or copyholders, but proofreaders shall not be responsible for errors when no copyholder is furnished." See account in Part IV

III.228 NEW YORK STATE DEPARTMENT OF LABOR.

27. The practice of interchanging, exchanging, borrowing, lending or buying of matter previously used, either in form of type, matrices or photo-engraved plates, between newspapers or job offices not owned by the same individual, firm or corporation, and published in the same establishment, is unlawful and shall not be allowed. Provided, that the reproduction of the original of such type, matrices or plates in type within four days shall be deemed a compliance with this law.

28. Offices have the privilege of using blocks or cuts furnished by out-of-town concerns who make yearly contracts, but this does not apply to transient out-of-town advertisements, which must be reset before using.

29. On advertisements or other matter set for daily newspapers in job offices, the difference between the job and newspaper scale must be paid.

30. Advertisements reproduced in photo-engraving room must be reset by compositors, except in instances where it is impossible to set said advertisements completely in the composing room.

31. Any member may be assigned work in any position in the composing room other than the position for which he was engaged, in case of emergency, and if such emergency position carries with it a higher rate of wages than the scale, he must receive while filling that position the rate paid for the same. This section shall not apply to the foreman.

32. On morning and evening newspapers twelve hours must intervene between the time of quitting and starting work, but no member of the union shall be allowed to work more than twelve hours in any twenty-four. This shall not apply on Saturdays or Election day to evening newspapers publishing Sunday editions or to unusual emergencies.

33. Offices publishing morning and evening papers have the right to use advertisements and reading matter set up for the morning paper in the evening paper, and vice versa, or in both.

34. Chapels may provide for the time to go to lunch, but the foreman cannot keep an employee more than four hours before allowing lunch, except in cases of emergency. A second lunch time shall be allowed when more than two hours' overtime are required.

SCALE, RULES, ETC., GOVERNING MACHINE TENDERS IN NEWSPAPER OFFICES.

35. The scale for machine-tenders shall be:

For 1 or 2 machines	\$19.50 per week
For 3 or 4 machines	21.00 per week
For 5 to 8 machines	25.00 per week
For 9 to 12 machines	28.00 per week
For 13 or more machines	30.00 per week

36. Machine-tenders working at night shall receive \$5 per week in addition to the above day scale.

37. A machine-tender shall have charge of all repairs on type-setting machines in plants of four machines or more. No printer member shall be allowed to act as machinist on any plant of more than three machines.

38. The regular working time of a machine-tender shall be six days or nights per week of as many hours each as are the regular hours of the operators in the office employed in operating the machines.

39. All time worked over and above these hours shall be considered as

overtime, and shall be charged at the rate of one hour and a half for every hour so employed, based on the regular scale for the specified hours.

40. When a machine-tender shall have accumulated eight hours' overtime he shall take a day off and put on a substitute.

41. No machine-tender holding a regular situation in an office will be permitted to attend to the repairs on machines in any office other than the situation in which he is employed, except in case of emergency, all such cases to be reported to the president of the branch as soon as possible.

42. Assistants to machine-tenders shall be classed as helpers or apprentices; all helpers and apprentices shall be registered in the books of the branch and the union by the machine-tender or member under whose supervision they are employed; a helper having worked as such, and been registered for three consecutive years in any one office shall be entitled to be registered as an apprentice.

43. All offices of four machines or more shall be entitled to employ one helper and one apprentice to each machine-tender employed; said helpers and apprentices shall be under the direct supervision of the machine-tender, who shall instruct the apprentice in all branches pertaining to the type-setting machines in their respective places of employment, and shall work during the same hours as the machine-tender, under whose supervision they are employed; a helper shall do all necessary cleaning, but shall not handle tools, make repairs or adjustments, and where no helper is employed the apprentice shall do the helper's work.

44. Offices of three machines or less shall be entitled to employ an apprentice, said apprentice to be under the direct supervision of the member in charge of the plant, and to be subject to the same rules and regulations as govern apprentices in offices of four machines or more.

45. The term of apprenticeship of machine-tenders shall be at least four years.

46. The scale for apprentices shall be: For 1 to 5 machines, first year, \$9 per week; second year, \$10 per week; third year, \$12 per week; fourth year, \$13.50 per week. For 6 to 15 machines, first year, \$10 per week; second year, \$12 per week; third year, \$13.50 per week; fourth year, \$15.00 per week. For 16 or more, first year, \$12 per week; second year, \$13.50 per week; third year, \$15 per week; fourth year, \$18 per week.

47. Machine-tenders, machine-tenders' helpers or apprentices shall not be allowed to be in charge of the operation of machines casting slugs or type that take ink in printing.

APPRENTICES.

In newspaper offices, declared as such by the union, apprentices may be employed in the ratio of one to every twenty men or a majority fraction thereof, but no more than four shall be permitted in any office.

In the first year an apprentice may be required to perform general work in the composing room at the discretion of the foreman.

In the second year an apprentice shall be employed at least 50 per cent of his time at hand composition and distribution.

In the third year an apprentice shall be employed at least 75 per cent of his time at hand composition and distribution, and shall receive one-half of the regular scale.

III.230 NEW YORK STATE DEPARTMENT OF LABOR.

In the fourth year an apprentice shall be employed at least seven hours each day at hand composition and distribution, and shall receive one-half of the regular scale.

In the fifth year an apprentice shall be employed at least seven hours each day at hand composition and distribution, and in machine offices may practice on the machine, and shall receive two-thirds of the regular scale.

Apprentices shall be registered on the books of the union and shall at all times be under the supervision of the chairman.

All registered apprentices shall be between the ages of sixteen and twenty-one. This age limitation shall not apply to any person employed on newspapers who shall register his desire to become an apprentice within sixty days after adoption of this scale.

Office boys (not apprentices) will be allowed to work proof presses, carry proofs and copy, and type on galleys, but shall not be allowed to handle type, proofs, copy or any printing material in any other manner whatever.

(b) Typographical Union No. 6 and Brooklyn Times.

BROOKLYN, N. Y., November 2, 1906.

The following agreement is entered into between B. Peters & Company, publishers of the Brooklyn Times, and Typographical Union No. 6, to wit:

1. That the scale of prices of Typographical Union No. 6 be paid, and that no increase in the said scale of prices be made operative until its submission to and acceptance by the New York Association of American Newspaper Publishers' Association.
2. That unskilled labor now employed in the composing room of the Times shall perform unskilled work.
3. That the applications of Miss Ross, Mr. Conklin, Mr. Burns, Mr. Covert, Mr. Morre, Miss Sealey, Miss McCabe, Fred Dires, William Sealey, Mr. Phelps, and Mr. Lasher, for admission to membership in the Union be favorably considered by the officers of No. 6.
4. Typographical Union No. 6 guarantees the Times management against any possible walk out of employees or withdrawal of its members without giving at least ten days' notice.
5. The management of The Brooklyn Times guarantees Typographical Union No. 6 that no general displacement of its members will take effect until at least ten days' notice has been given the officers of No. 6.
6. Typographical Union No. 6 guarantees that this agreement will be submitted to the executive council of the International Typographical Union for indorsement and approval.
7. That the above agreement be operative on December 7, 1906.
8. That this agreement be in force one year from date and subject to renewal.

JAMES J. MURPHY,

Pres. Typographical Union No. 6.

BROOKLYN DAILY TIMES,

B. PETERS & COMPANY, Props.

INDIANAPOLIS, Ind., November 7, 1906.

Approved: JAMES M. LYNCH.

(c) *Agreement entered into this 26th day of December, 1906, by and between Typographical Union No. 7, through its authorized representatives, Ferdinand Meyer and Max Radlauer, and the undersigned publishers acting for and in behalf of their respective newspapers:*

It is agreed between the parties hereto that, commencing December 16, 1906, up to and including December 31, 1908, the minimum wage scale of the compositors employed in the several offices hereunto subscribing shall be as follows:

Section 1. *Night work.*—Machine operators, makeups, proofreaders, for five (5) days of eight (8) hours each, including half an hour for lunch, \$25 per week, hand compositors \$22.50 per week.

Sec. 2. *Day work.*—Machine operators, makeups, proofreaders, for five (5) days of eight (8) hours each, including half an hour for lunch, \$22.50 per week. Hand compositors \$20 per week.

For the Publishers:

New York Staats-Zeitung,

Signed this 26th day of December, 1906, city of New York.

HERMAN RIDDER.

New York Zeitung, Herold and Revue,

C. B. WOLFFRAM.

Brooklyn Freie Presse,

C. J. ROEHR.

For Typographia No. 7:

FERDINAND MEYER.

MAX RADLAUER.

COMPOSITORS, NEWBURGH.

GENERAL RULES.

1. A day's work in all departments of book and job, evening, weekly or morning newspaper offices in which are employed members of Typographical Union, No. 306, shall be not more than eight hours, forty-eight hours to constitute a week's work. Overtime shall consist of all time over forty-eight hours per week. Where lost time is caused by the office the overtime scale operates.

2. In all cases and in all offices, what is known as day work shall be between the hours of 7 A. M. and 6 P. M., and what is known as night work shall be between 6 P. M. and 7 A. M.

3. Eight consecutive hours (excepting lunch time) shall constitute a day's or night's work.

4. Offices introducing machines shall not discharge employees and replace them with new ones (operators), but shall take compositors already members of the chapel and instruct them. But offices where machines are already in operation may employ such union operators as they deem competent and fit.

5. All overtime, hand work or machine, shall be paid at the rate of price and one-half, except that done on Sundays and legal holidays (viz.: Christmas, New Year's, Decoration Day, Fourth of July, Labor Day and Thanksgiving Day), which shall be paid for at double price.

III.232 NEW YORK STATE DEPARTMENT OF LABOR.

6. APPRENTICES. One apprentice shall be allowed to every five men or fraction thereof in any office, not including press feeders, copyholders or errand boys. But where a boy sets, distributes or corrects type he shall be deemed an apprentice.

7. When an office puts on extras at piece work, where the office furnishes the type, the compositor shall receive the regular scale minus five cents per 1,000 ems for distribution.

8. The union shall establish and regulate the prices for which its members shall work, and no member shall work for prices lower than those established by the union.

9. It is agreed that any party, parties, or firms, other than a regular newspaper or job printing office, applying for the use of the label of the I. T. U. for the purpose of doing their own job work shall not do book, job or pamphlet work of any kind for any other party, parties or firms.

BOOK AND JOB.

1. Hand compositors employed by the week shall receive not less than \$14 the first year and \$15 the second year. When employed by the hour the price shall be thirty cents per hour first year, thirty-two cents per hour, second year.

2. Compositors employed by the piece shall receive thirty-two cents first year, thirty-four cents the second year, per 1,000 ems. The hours of piece hands shall be the same as time hands.

3. The office must read its first proof from the copy used by the compositor, and the compositor shall charge for changes made therefrom; but the compositor must make all corrections on second proof that he failed to make on the first. No compositor shall be required to correct an author's proof except on time.

4. In offices where both piece and time hands are employed, phat and lean shall be distributed as nearly as possibly equally between them.

5. Price and one-half shall be paid for half-measure, matter with or without rules; two or three columns of figures and words, or words and figures; single border matter; combined cut and matter or initial letter, or all work in any language foreign to the office.

6. Double price shall be paid for all tabulated matter, four or more columns of figures and words, or words and figures with or without rules.

EVENING AND WEEKLY NEWSPAPERS.

1. Hand compositors employed on evening and weekly newspapers shall receive not less than \$14 first year, \$15 second year, per week, or by the hour, thirty cents first year and thirty-two cents second year. The price for piece work, the hours of labor, the rules governing apprentices, price and one-half and double price matter, etc., shall be the same as set forth in the book and job scale and general rules.

MORNING NEWSPAPERS.

1. Compositors on morning newspapers shall receive not less than \$15 first year, \$16 second year, per week; when employed by the hour the price shall be not less than thirty-four cents per hour, first year; thirty-six cents per hour, second year.

2. Piece work shall be paid for at the rate of thirty-four cents per 1,000 ems, first year; thirty-six cents, second year.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.233

3. The same rules governing apprentices, distribution of phat and lean, hours of labor, price and one-half and double price matter, etc., shall be the same as set forth in the book and job scale and general rules.

4. All work done on stated holidays on morning papers double price shall be paid between the hours of 12 midnight and 7 A. M.

5. Day work may be done on morning papers at evening paper rates, in which case the hours must be the same as those of evening papers.

6. All composition done at night, or on Saturday on papers issued on Sunday, shall be paid for at the rate named in this scale for morning newspapers.

MACHINE SCALE.

1. Under this head is included the production of all kinds of typesetting and type-casting machines.

2. All operators, machinists, attendants, and learners must be members of Typographical Union, No. 305.

3. All machine composition must be done time work. Piece work will not be allowed.

4. Operators in book and job offices and evening and weekly newspapers shall be paid not less than \$16 per week time work, for not less than 162,000 ems per week.

5. Operators on morning papers, or book and job work done at night shall be paid not less than \$17 per week time work, for not less than 162,000 ems per week.

6. Machinist-operators on morning papers, having the care of one or more machines, shall receive not less than \$20 per week.

7. Machinist-operators on evening and weekly newspapers or book and job work having the care of one or more machines, shall receive not less than \$19 per week.

8. The minimum amount of ems by which a degree of competency is established is fixed at 27,000 ems for eight hours' continuous composition. This does not apply to difficult and intricate work, in which case the minimum amount shall be agreed upon between the employee and employer.

9. Where an operator is employed half a day on machine and half at hand composition the machine scale governs.

10. Lost time occasioned by the breaking down of machinery, as well as waiting time, shall not be charged against the operator.

11. Apprentices shall be permitted to operate the machine during the last three months of their apprenticeship, when said machines are not in use by regular operators.

EIGHT-HOUR WORKING DAY.

It is agreed that on and after October 1, 1906, eight hours shall constitute a day's work.

This scale in effect from and after October 1, 1906, until October 1, 1908.

JAS. G. DUNPHY, *Chairman.*

WM. BERRY,

CHAS. DECKER,

W. A. MALLOY,

JAS. STEWART, JR.,

Scale Committee.

III.234 NEW YORK STATE DEPARTMENT OF LABOR.

COMPOSITORS, PEEKSKILL.

[Reported by union as signed by five offices.]

Agreement to take effect April 1, 1907, and continue for three years.

All work shall be done by members in good standing of Peekskill Typographical Union, No. 269.

MACHINE OFFICES.

SECTION 1. All work performed in offices using typesetting and typesetting machines shall be paid for at the rate of not less than \$16 per week for typesetting machines, and not less than \$18 per week for typesetting machines.

SEC. 2. Learners shall receive not less than \$10 per week for a period not exceeding eight weeks, after which they shall receive the regular operators' rate.

SEC. 3. Apprentices may be employed as learners, provided they are in the last three months of their apprenticeship and regularly indentured.

SEC. 4. Machinist-operators on typesetting machines shall be paid not less than \$2 per week above the regular scale, \$20.

NEWSPAPER, BOOK AND JOB OFFICES.

SECTION 1. All work, other than machine work, done by the week in daily or weekly newspapers, book and job offices shall be paid for at the rate of not less than \$15 per week.

SEC. 2. Piece work shall be paid for at the rate of not less than thirty-seven cents per 1,000 ems.

MISCELLANEOUS.

SECTION 1. Eight hours shall constitute a day's work in all offices under the jurisdiction of this union, said work to be done between the hours of 7 A. M. and 6 P. M.

SEC. 2. Overtime shall be paid for at the rate of price and a half, for all work done in excess of the stipulated time on all days, except Sundays, New Year's, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas for which double price shall be paid.

SEC. 3. The foregoing scale shall not be construed as reducing wages of anyone receiving pay in excess of same.

SEC. 4. One apprentice to every five journeymen or a majority fraction thereof.

SEC. 5. Pressmen shall receive not less than \$15 per week.

COMPOSITORS, ROME.

CONTRACT.

This agreement made and entered into this first day of October, 1906, by and between the Rome Sentinel Company, through its authorized representatives, the party of the first part, and the subordinate union of the International Typographical Union of the city of Rome known as Typographical Union No. 44, by its committee duly authorized to act in its behalf, party of the second part.

Witnesseth, that from and after October 1, 1906, and for a term of one year, ending September 30, 1907, and for such a reasonable time thereafter

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.235

(not exceeding thirty days), as may be required for the negotiation of a new agreement, the establishment represented by the said party of the first part binds itself to the employment in its composing room and the departments thereof of mechanics and workmen who are members of Typographical Union No. 44, and agrees to respect and observe the conditions imposed by the constitution, by-laws and scale of prices of the aforesaid organization, copies of which are hereunto attached and made a part of this agreement.

And it is further agreed that aforesaid constitution and by-laws may be amended by said party of the second part without the consent of the party of the first part: Provided, however, That such changes do not in any way conflict with the terms of the scales and rules as set forth in this contract.

It is further agreed that the scale of prices appended to this contract shall continue in operation, without change, during the life of this contract, except as may be mutually agreed between the parties hereto.

A standing committee of two representatives of the party of the first part, and a like committee of two representing the party of the second part, shall be appointed; the committee representing the party of the second part shall be selected by the union; and in case of a vacancy, absence or refusal of either of such representatives to act, another shall be appointed in his place. To this committee shall be referred all questions which may arise as to the scale of prices hereto attached, the construction to be placed upon any clauses of the agreement, or alleged violations thereof, which cannot be settled otherwise, and such joint committee shall meet when any question of difference shall have been referred to it for decision by the executive officers of either party to this agreement. Should the joint committee be unable to agree, then it shall refer the matter to a board of arbitration, the representatives of each party to this agreement to select one arbiter, and the two to agree upon a third. The decision of this board shall be final and binding upon both parties.

It is further agreed by the party of the first part that in the event of the installation of machines or the substitution of machines other than those at present in use for hand composition or distribution, a scale of wages may be agreed upon by the joint committee of the parties to this agreement; but if no satisfactory conclusion can be reached, the matter shall be referred for final settlement to a board of arbitration as above provided for.

It is agreed by the said party of the second part that for and in consideration of the covenants entered into and agreed to by said party of the first part, the said party of the second part shall at all times during the life of this agreement truly and faithfully discharge the obligations imposed upon it by furnishing men capable of performing the work required in the mechanical department of the party of the first part over which party of the second part has jurisdiction.

It is agreed that both the language and the spirit of this contract between the Rome Sentinel Company, party of the first part, and the organization known as Typographical Union No. 44, being a trades union chartered by and under the jurisdiction of the International Typographical Union, an organization having its headquarters at Indianapolis, Indiana, by its committee duly authorized to act in its behalf, party of the second part, make it imperatively obligatory on both parties whenever any difference of opinion

III.236 NEW YORK STATE DEPARTMENT OF LABOR.

as to the rights of the parties under this contract shall arise, or whenever any dispute as to the construction of any of its provisions takes place, at once to appeal to the duly constituted authority under the contract, viz., the joint standing committee, to the end that fruitless controversy shall be avoided and good feeling and harmonious relations be maintained, and the regular and orderly prosecution of the business in which the parties have a community of interest be insured beyond the possibility of interruption.

It is further stipulated and agreed that the party of the first part shall not now nor during the life of this contract enter into any association or combination hostile to the printing trades unions, nor shall it at any time render assistance to such hostile combination or association by suspension of publication or any other act calculated to injure the printing trades unions.

And the party of the second part hereby agrees to enter into no combination or association with the intent or purpose of injuring the said Rome Sentinel Company or its property, and shall not be a party to any hostile act with similar intent.

This contract shall be null and void in case of trouble with an allied craft, providing such trouble cannot first be settled by arbitration, such arbitration to be in accordance with the provisions of this contract.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this 1st day of October, 1906.

A. C. KESSINGER,

President, Rome Sentinel Co.

JOHN E. SULLIVAN,

Vice-President, No. 44.

This contract is entered into by and with the consent of the International Typographical Union, an organization to which the party of the first part concedes jurisdiction and control over trade organizations in all mechanical departments of the party of the first part, with the exception of the press-room and bindery, and the International Typographical Union, through its authorized representative, hereby agrees to protect the party of the first part in case of violation of the agreement by the said party of the second part under the jurisdiction of said International Union.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 18th day of October, 1906.

JAMES M. LYNCH,

President International Typographical Union.

LABEL AGREEMENT.

These articles of agreement entered into this 1st day of October, A. D., 1906 by and between Rome Sentinel, party of the first part, and Rome Typographical Union No. 44, party of the second part,

WITNESSETH, that the said party of the first part, in consideration of the use and privileges of the union label, owned and controlled by the said party of the second part, as agents for the International Typographical Union, hereby agrees to employ none but members of Rome Typographical Union, No. 44, party of the second part, not to use the said label or trademark upon

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.237

anything but the strict production of union labor, and to neither loan nor duplicate said trademark, or use the same upon any printed matter without imprint or trading name, except by permission of the party of the second part.

The said party of the first part further agrees to pay the adopted scale of wages of the party of the second part, hereto attached, and to comply with all its laws and those of the International Typographical Union, now in force or hereafter adopted.

Any violation of this agreement shall make it null and void, and all cuts, electrotypes or stamps of the label or trademark of the party of the second part, in the possession of the party of the first part, shall immediately be delivered to the party of the second part, and the further use of the same after such annulment by said party of the first part shall be without warrant and illegal.

IN WITNESS WHEREOF, we have hereunto affixed our hands and seals this 1st day of October, A. D., 1906.

For No. 44,

JOHN E. SULLIVAN,

Vice-President.

N. J. FORTUNE,

Financial Secretary.

For Rome Sentinel Company,

A. C. KESSINGER, *President.*

N. B.—This contract must be filled in triplicate.

SCALE OF PRICES.

Scale of prices of Rome Typographical Union No. 44, to continue in force from October 1, 1906, to September 30, 1907.

The particular hours constituting a day may be agreed upon by the chapel and the employer; but in all cases and in all offices what is known as day work shall be between the hours of 7 A. M. and 6 P. M., and what is known as night work shall be between 7 P. M. and 6 A. M.

In offices where machines are introduced compositors employed therein shall have the preference to learn to operate. In newspaper offices where machines are used, no sub-lists shall be hung up, but the rules of the local and International Union to govern.

In all offices where apprentices are employed, the chairman of said office must obtain a written statement, from said apprentice, showing his name, age, etc. Such statement must be signed by both employer and apprentice. Said statement to be forwarded to the president, who shall present the same at the next regular meeting and said statement must be recorded in the minutes, in full.

NEWSPAPERS.

1. Compositors employed on evening and weekly newspapers, shall receive not less than thirty cents per thousand ems, for common matter; those on morning papers, thirty-five cents per thousand ems.

2. Tabular work, etc., containing four columns, either of figures or words, or figures and words, with or without rules, shall be paid double price. Three column tables, with or without rules, shall be charged price and a half.

III.238 NEW YORK STATE DEPARTMENT OF LABOR.

3. All matter with four justifications with or without rules through the center shall be accounted double price matter, excepting markets or standing matter in constant use.

4. Journeymen employed by the week on hand work to receive not less than \$12 per week from October 1, 1905, eight and one-half hours to constitute a day's work until January 1, 1906, when eight hours shall constitute a day's work.

5. When intricate work, etc., occurs, which the newspaper scale cannot reach, the price to be agreed upon by the employer and employee.

6. All advertisements set by the piece shall be charged for as if set in the usual body type of the paper, but an advertisement in which nonpareil predominates shall be charged as if set in nonpareil.

7. All matter which can be composed in an office shall not be borrowed from or loaned or sold to any newspaper by any other, except by consent of the chapel.

8. When a measure exceeds an even em in width, and is less than an en, nothing to be counted; but if an en or over, an em to be counted.

9. When single column cuts are inserted in the matter such cuts belong to the compositor.

10. Compositors shall correct all errors marked in the first proof.

11. Foremen or assistant foremen must have charge of the copy hook in composing room.

12. Foremen shall receive not less than \$15 per week for day work, and \$18 for night work, in machine offices.

13. All matter set in composing rooms, where piece hands are employed, must be placed on the hook, unless otherwise agreed upon by the chapel.

14. Overtime to be paid for at the rate of price and one-half per hour, but lost time not to be charged at overtime price. Sundays and Labor Day, double price.

JOB WORK.

1. For all composition done by the piece in job offices, the compositor shall receive not less than thirty cents per thousand ems, common matter.

2. Compositors employed by the week, to receive not less than \$12 per week. From October 1, 1905, to January 1, 1906, eight and one-half hours to constitute a day's work; on and after January 1, 1906, eight hours to constitute a day's work.

3. Overtime to be paid for at the rate of price and one-half, but lost time not to be charged at overtime price. Labor Day and Sundays double price.

4. Time occupied by alterations in copy, taking out bad letters and replacing them in consequence of defects in the type, miscast or worn-out fonts, or by casing or distributing letters not used by the compositor, to be paid for at the prevailing rate.

5. For piece work done in any language foreign to the office, price and one-half shall be paid.

6. All letters cast on a body larger than the face (as bourgeois on long primer) to be counted according to the face; all letters cast on a body smaller than the face (as minion on nonpareil) to be counted according to the body.

7. Work done in pica or larger type to be counted as pica.

8. No alteration or amendment shall be made to this scale of prices without the concurrence of three-fourths of the members present at a regular meeting; and the proposed alteration or amendment, which must be in writing, shall be read by the president at least one regular meeting before final action thereon.

MACHINE COMPOSITION.

Under this head is included all machines using body type, of the type of the Simplex machine.

1. Operators on typesetting machines shall receive not less than \$12 per week of six days, forty-eight hours to constitute a week's work, but not more than eight hours in any one day.

2. Machine-tenders having charge of typesetting machines shall receive not less than \$12 per week of forty-eight hours, and must be members of the union. Assistant tender to be considered as an apprentice, and members of the union to be given the preference as such apprentices at apprentices' wages.

3. No person to be allowed to operate a machine who is not an active member in good standing of Rome Union No. 44.

4. In machine composition all work must be time work. Piece work cannot be allowed in any case.

5. A learner shall receive two-thirds the regular scale, and forty-eight hours to constitute a week's work. Same provisions to govern as in case of learners on linotype machines.

LINOTYPE MACHINES.

Under this head is included the Mergenthaler linotype and all other type casting machines.

1. Operators employed on machines on daily newspapers, other than morning papers, shall receive not less than \$15 per week for six days' work of eight hours each.

2. Operators employed on machines on morning papers or night trick shall receive not less than \$18 per week. Eight hours to constitute a night's work.

3. Overtime on evening papers to be charged for at price and one-half for every hour after eight hours' work, but lost time not to be charged as overtime.

4. In all machine work, composition must be time work. Piece work cannot be allowed in any case.

5. Apprentices in offices where machines are operated shall be limited to one for every five journeymen or fraction thereof regularly employed. Machines sublet, and at the same time subject to the lessee, shall not entitle the lessee to any apprentices.

6. Learners shall receive two-thirds of the regular scale, forty-eight hours to constitute a week's work. Ninety days to constitute a learner's apprenticeship, thirty days at two-thirds, thirty days at \$12.50, full scale at end of ninety-day period.

III.240 NEW YORK STATE DEPARTMENT OF LABOR.

COMPOSITORS, SARATOGA SPRINGS.

Scale of prices of Saratoga Typographical Union No. 149. In effect June 29, 1907.

MACHINE SCALE.

SECTION 1. Under this heading is included the production of all kinds of typesetting and typecasting machines.

SEC. 2. This scale is made on a six-day basis. When hand composition is employed in conjunction with machines, the standard of type used shall be as provided by the International Typographical Union.

SEC. 3. In newspaper offices where typesetting or typecasting machines are used, none but members of Saratoga Typographical Union, No. 149, in good standing, shall be employed as foreman, assistant foreman, copy cutter, machinist, machine operator or compositors.

SEC. 4. Compositors employed on machines on morning newspapers shall receive not less than \$22 a week of six days. Eight continuous hours will constitute a night's work, exclusive of luncheon time, one-half hour.

SEC. 5. Compositors employed on machines on evening newspapers shall receive not less than \$18 per week of six days. Eight continuous hours shall constitute a day's work, exclusive of dinner hour.

SEC. 6. On morning newspapers eight hours shall constitute a day's work between 6 P. M. and 3 A. M.; on afternoon newspapers eight hours shall constitute a day's work, between 8 A. M. and 5 P. M. Overtime to be paid for at the rate of time and a half.

SEC. 7. On all work other than newspaper work, the above conditions shall prevail, except that a piece scale may be established on typecasting machines, for which not less than 10 cents per 1,000 ems shall be paid for day work and not less than 12 cents per 1,000 ems for night work.

NEWSPAPER WORK — HAND COMPOSITION

SECTION 1. Compositors employed on morning newspapers shall receive not less than 35 cents per 1,000 ems.

SEC. 2. Compositors employed on evening papers shall receive not less than 33½ cents per 1,000 ems.

SEC. 3. Time work shall be paid at the rate of 1,000 ems per hour.

SEC. 4. Standing time shall be paid at the rate of 1,000 ems per hour.

SEC. 5. When bogus copy is given out in lieu of standing time, it shall not be objectionable matter, as to preclude the compositor from making fair average wages.

SEC. 6. Compositors employed on morning and evening newspapers shall receive not less than six consecutive hours' composition.

SEC. 7. All alterations from copy, if corrected by the compositor, shall be done on time.

SEC. 8. All cuts, whether printed in groups or otherwise, inserted in reading matter, shall be measured according to the body of the type in which the relative matter is set. When cuts have once been used, and the article in which they appeared has been killed, and the same cuts are again used, they shall be the property of the compositor.

SEC. 9. Time hands on morning papers shall receive not less than \$18 per week, eight hours to constitute a night's work.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.241

SEC. 10. Time hands on evening papers shall receive not less than \$15 per week, eight hours to constitute a day's work.

BOOK AND JOB WORK.

SECTION 1. Compositors employed by the week shall receive not less than \$15, eight hours to be considered a day's work; overtime to be paid for at the rate of price and a half per hour.

SEC. 2. Compositors employed by the week and required to work on Sundays or holidays generally observed in this town shall be paid price and a half rate.

SEC. 3. Compositors employed on book work by the piece shall receive not less than 35 cents per 1,000 ems.

SEC. 4. Sorts furnished after matter has been set up, such as capitals, italics, figures, etc., shall be inserted at the expense of the office.

SEC. 5. In all book work placed on the hook to be set by the piece no matter shall be culled to be set by the week.

SEC. 6. Compositors shall correct one proof, but all changes from copy shall be deemed the property of the office.

SEC. 7. All algebraical works or keys, or other similar works containing matter of an intricate nature, shall be done on time.

SEC. 8. Double price shall be paid for all rule and figure work, matter containing four columns and over, open rule work, etc.

MISCELLANEOUS.

Three columns shall constitute price and a half, and four or more columns shall constitute double price.

Type surrounded by a rule or border shall constitute double price matter.

For matter set by the piece in any language foreign to the office, double price shall be charged.

All matter set up for newspapers during the week, whether published or not, shall be placed in the compositors' bill and paid for at the end of the week or at whatever time may be specified for closing the bills.

In case any advertisement or parts of advertisements are placed on the hook to be set by the piece it shall be measured according to the smallest type in which advertisements are set.

When any compositor holds a "department" case, he shall pay a bonus to his associates, such as the chapel may, from time to time, determine.

Less than 100 ems of type included in an article, printed as an extract, introduction, etc., in smaller type than the subject-matter, shall be measured the same as the larger body; but if it makes 100 ems or more, shall be measured by the smaller type body.

All heads of four or more lines shall be measured in the smallest type used in the head.

This scale of prices shall not be held to prevent superior workmen from getting a higher rate of wages.

Any differences between the union and the publisher arising during the term of this agreement shall be settled according to the terms of the international arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union. This clause applies to all employers signing this contract.

III.242 NEW YORK STATE DEPARTMENT OF LABOR.

COMPOSITORS, SCHENECTADY.

[Scale of prices of Typographical Union, No. 167, in effect from December 16, 1906, to December 15, 1910.]

NEWSPAPERS.

DAILY MORNING — HAND COMPOSITION.

SECTION 1. *Piece Work*.—All composition on morning newspapers (excepting advertisements and all paid matter), to be charged for at the rate of 45 cents per 1,000 ems, the compositor to have at least six hours' continuous composition.

SEC. 2. *Week Work*.—Compositors employed by the week shall receive, from

December 16, 1906, to December 15, 1908..... \$19.00

December 16, 1908, to December 15, 1910..... 20.00

per week of six days (eight hours to constitute a night's work). Where extra hands are called in to work at night, they shall receive a full night's pay.

SEC. 3. Where the measure does not exceed 12 ems pica in width, two cents per 1,000 ems in advance to be charged.

SEC. 4. When advertisements are placed on the hook, to be run out, they shall be placed entire, and there shall be no culling. They shall be measured six point unless set in smaller type.

SEC. 5. All extracts shall be on a basis of give and take three lines.

SEC. 6. Heads containing four or more lines of seven point or six point shall be measured as seven point or six point. All other headings shall be measured according to body of article.

SEC. 7. When piece hands are called upon to do time work, or are required to remain in the office unemployed during the hours of composition, they shall receive not less than 50 cents per hour.

SEC. 8. All overtime to be charged for at the rate of price and one-half.

SEC. 9. All letters cast on a body larger than the face, as eight point on nine point, to be counted according to face; letters cast on a body smaller than the face to be counted according to body.

SEC. 10. All work done on stated holidays, viz: New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, double price, between the hours of 7 A. M. on said holiday, and 7 A. M. on the day following.

SEC. 11. Regular compositors shall receive no extra compensation after 7 o'clock P. M. on Sundays.

SEC. 12. Eight continuous hours (excepting fifteen minutes for lunch) ending not later than 3 o'clock A. M. shall constitute a night's work.

DAILY — EVENING.

SECTION 1. *Piece Work* — All composition on evening newspapers (excepting advertisements and all paid matter), to be charged for at the rate of 40 cents per 1,000 ems, the compositor to have at least six hours' continuous composition.

SEC. 2. *Week Work* — Compositors employed by the week shall receive, from

December 16, 1906, to December 15, 1908..... \$17.00

December 16, 1908, to December 15, 1910..... 18.00

per week of six days (eight hours to constitute a day's work.) Where extra hands are called in to work they shall receive a full day's pay.

SEC. 3. Where the measure does not exceed 12 ems pica in width, two cents per 1,000 ems in advance to be charged.

SEC. 4. When advertisements are placed on the hook to be run out, they shall be placed entire, and there shall be no culling. They shall be measured six point unless set in smaller type.

SEC. 5. All extracts shall be on a basis of give and take three lines.

SEC. 6. Heads containing four or more lines of seven point or six point, shall be measured as seven point or six point. All other heading shall be measured according to body of article.

SEC. 7. When piece hands are called upon to do time work, or are required to remain in the office unemployed during the hours of composition, they shall receive not less than 45 cents per hour.

SEC. 8. All overtime to be charged for at the rate of time and one-half.

SEC. 9. All letters cast on a body larger than the face, as eight point on nine point to be counted according to the face; letters cast on a body smaller than the face to be counted according to the body.

SEC. 10. All work done on Sundays or stated holidays, viz: New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, double price.

SEC. 11. The evening paper scale shall apply to weekly papers where work is done between the hours of 7 A. M. and 5 P. M.

SEC. 12. Eight continuous hours (excepting one-half hour for lunch) ending not later than 5 o'clock P. M. to constitute a day's work.

MACHINE SCALE.

MORNING PAPERS.

SECTION 1. Compositors employed on machines on morning newspapers shall receive, from

December 16, 1906, to December 15, 1908.....	\$22.00
December 16, 1908, to December 15, 1910.....	23.00

per week of six days.

SEC. 2. Eight continuous hours (excepting fifteen minutes for lunch) ending not later than 3 A. M., shall constitute a night's work.

SEC. 3. All work done on machines during the day to be used in morning papers, shall be paid for at the morning paper scale.

EVENING PAPERS.

SECTION 1. Compositors employed on machines on evening newspapers shall receive, from

December 16, 1906, to December 15, 1908.....	\$19.00
December 16, 1908, to December 15, 1910.....	20.00

per week of six days.

SEC. 2. Eight continuous hours (excepting one-half hour for lunch) between 7 A. M. and 6 P. M., shall constitute one day's work.

SEC. 3. Weekly papers — Same as evening papers.

III.244 NEW YORK STATE DEPARTMENT OF LABOR.

BOOK WORK.

SECTION 1. Compositors employed on machines on book work shall receive, from

December 16, 1906, to December 15, 1908..... \$19.00

December 16, 1908, to December 15, 1910..... 20.00

per week of six days.

SEC. 2. Eight continuous hours (excepting one-half hour for lunch), between 7 A. M. and 6 P. M., shall constitute one day's work.

SEC. 3. Night work may be done on machines at the same rate of pay governing similar work on morning newspapers. Time—Eight continuous hours (excepting one-half hour for lunch), between 4 P. M. and 2 A. M.

SEC. 4. Sunday work and work done on stated holidays, viz: New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, double pay.

MISCELLANEOUS.

SECTION 1. The interchanging, exchanging, borrowing, lending or buying of matter previously used, either in the form of type or matrices between newspapers or job offices, not owned by the same individual, firm or corporation and published in the same establishment, is unlawful, and shall not be allowed: *Provided*, That the reproduction of such type or matrices shall be deemed a compliance with this law. Said reproduction to be executed on or before the date used.

SEC. 2. None but union members shall be employed to operate machines.

SEC. 3. Overtime, whether before or after regular hours of composition, shall be paid for at the rate of one and one-half price.

SEC. 4. In no case can a member working on a machine receive less than a day's pay.

SEC. 5. Compositors learning to operate machines may be employed steadily for three months for not more than one month at \$10 per week for day work and \$13 per week for night work; for the second month they shall receive \$13 per week for day work and \$16 per week for night work; for the third month \$18 per week for day work and \$21 per week for night work, and at the expiration of that period shall receive the regular scale of wages provided for machine operators.

SEC. 6. In offices where both hand composition (piece) and machine composition are done, there shall be no culling of "phat" for the machines, such as leaded matter, poetry, etc.

SEC. 7. Operators shall be under the sole direction of the foreman of the composing room, and shall not be subject to the dictation or orders of any machinist or other person not a member of this organization, and no foreman shall delegate his powers to anyone not a member.

SEC. 8. On book work, on Mergenthaler linotype machines, the minimum standard of competency of an operator shall be the accomplishment of 18,000 ems of corrected matter; having it understood that the copy shall be legible, and machine in good working order with the requisite number of matrices, etc. When the copy is illegible or of a difficult nature, the chairman and foreman shall decide what shall constitute the minimum standard of competency. If the foreman and chairman cannot agree, the chapel shall decide. The matter is to be measured by the face of the type as it comes from the machine. On newspaper work 25,000 ems shall constitute the minimum

standard of competency, to be measured as printed, excluding display heads and column cuts.

SEC. 9. When a machine operator appears for work and finds his machine "laid up" he shall receive a day's pay.

SEC. 10. All apprentices after having served three years at his or her trade shall receive as weekly compensation two-thirds of the scale.

SEC. 11. One journeyman shall be regularly employed on machine product for five operators or less; two men for more than five and up to eight, and three men for over eight and up to twelve.

SEC. 12. All machine-tenders shall be members of the International Typographical Union, and they shall at all times be under the control and amenable to all laws and regulations of said local unions. Assistants employed by foremen to assist machine-tenders shall be journeymen members of the local typographical union. Such assistants shall not be considered as in conflict with the number of apprentices already allotted by local laws: *Provided*, That nothing in the foregoing shall be construed to mean that machine offices may not employ help to wipe or clean machines, or fill metal pots; however, such help shall not be employed in excess of one man to each fifteen machines, or fraction thereof.

SEC. 13. The scale for machine-tenders and machine-tenders' assistants shall not be less than the scale for machine operators.

[In offices where machines are introduced, compositors employed therein shall have the preference to learn to operate so far as practicable. In employing operators preference must be given members of No. 167; and in newspaper offices no sub-list shall be hung up, but the rules of the International and Local Unions to govern.]

BOOK AND JOB COMPOSITION.

SECTION 1. Six days of eight hours each shall constitute one week's work, compensation to be, from

December 16, 1906, to December 15, 1908..... \$17.00

December 16, 1908, to December 15, 1910..... 18.00

per week. Lost time during the day shall be deducted — not offset against night work in any case. Sunday work and work done on stated holidays, viz: New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas, double price. Extra hours (week days) price and one-half.

SEC. 2. When employed by the piece 40 cents per 1,000 ems from twelve point to five and one-half point inclusive; five point and diamond, 5 cents per 1,000 ems additional, the compositor to make up his own matter; but when matter is made up by the office, the compositor shall charge 40 cents per 1,000 ems, the office deducting only the head line, blank line after it, foot line and foot note (if any), the compositor charging for the remainder of space, blank pages, etc. When matter is necessarily counted by lines, or measured from galley proofs, the compositor shall be entitled to 45 cents per 1,000 ems.

SEC. 3. For piece work done after regular hours price and one-half shall be charged.

SEC. 4. Works done in type larger than twelve point to be counted as twelve point.

SEC. 5. Dictionaries or grammars, twelve point to five and one-half point inclusive, 45 cents per 1,000 ems.

III.246 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 6. Side notes to be counted the full length of the page, and cut-in notes three cents each.

SEC. 7. Rule and figure work, double price of plain composition.

SEC. 8. Pages of three columns with or without headings price and one-half.

SEC. 9. Pages with four or more columns, with one or more headings, double price.

SEC. 10. All works where the measure does not exceed sixteen ems in width, two cents extra per 1,000 ems. This rule shall not apply to pages containing three or more columns.

SEC. 11. All genealogical or other works in which a profusion of caps, small caps, italics, points, superior letters or figures, or frequent inter-lineations occur, shall be charged three cents per 1,000 ems extra.

SEC. 12. When newspaper work, or work used upon newspapers is done in book offices, no deduction shall be made for making up or imposing.

MISCELLANEOUS PROVISIONS.

SECTION 1. A subordinate union cannot alter or amend the standard of type adopted by the International Typographical Union. The following is the alphabetical scale for the measurement of type: Twelve point to nine point, inclusive, 13 ems; eight point and seven point, 14; six point, 15; five and one-half point, 16; five point, 17; diamond, 18. All fonts exceeding the standard are to the benefit of the compositor, and no deduction or allowance can be made owing to such excess. In considering whether a font of type is up to the standard, the letters to be measured are the lower case letters from a to z, inclusive, and these only—the twenty-six letters of the alphabet; and the letters c, d, e, i, s, m, n, h, o, u, t, a and r, shall be equal to at least one-half of such measurement.

SEC. 2. All fonts and alphabets which measure less than the standard shall be counted according to the next smaller size.

NOTE — The International Typographical Union declares that the use of type which is cast in such manner as to practically produce leaded matter without the use of leads shall be measured as type the next size smaller than the body on which it is cast.

SEC. 3. Apprentices shall be limited as follows: In all offices employing seven men or less, one apprentice; for more than seven, two apprentices, and not more than two apprentices in any case in either department.

SEC. 4. For the benefit of the employing printer, and as a guarantee of efficiency for the future compositor, it is recommended that apprentices serve first year setting straight composition and assisting in proof room; second year, at job or ad. composition; third year, at imposition and make-up; fourth year, assisting, alternately, every journeyman in the composing room.

SEC. 5. The rules and regulations of the local and International Union must be strictly adhered to.

PETER REIFF, *Chairman*,
JOSEPH WEIDER,
GEORGE E. SHANNON,
WILLIAM J. COLLINS,
ERNEST TERRELL,

Scale Committee.

COMPOSITORS, TARRYTOWN AND OSSINING.

Scale of prices to be in force for one year, from the 1st day of October, 1906.

SECTION 1. This scale is made on a six-day basis.

SEC. 2. All overtime to be paid for at the rate of time and a half.

SEC. 3. Double price shall be charged for all work done on Sundays and legal holidays.

SEC. 4. None but members of Tarrytown-Ossining Typographical Union, No. 523, in good standing, shall be employed as foreman, assistant foreman, machinists, machine operators, compositors or stone hands in any office under the jurisdiction of this local union.

FOREMEN.

SECTION 1. Foremen shall be paid at least \$17 per week of forty-eight hours.

MACHINE SCALE.

SECTION 1. Under this heading is included the production of all kinds of typesetting or typecasting machines.

SEC. 2. When hand composition is employed in conjunction with machines, the standard of type used shall be as provided for by the International Typographical Union.

SEC. 3. Typesetting machinist-operators who take care of their machines shall receive \$15 per week of forty-eight hours.

SEC. 4. Typecasting machine operators shall receive \$19.50 per week of forty-eight hours.

SEC. 5. Typecasting machinist-operators shall receive not less than \$20 per week of forty-eight hours.

SEC. 6. Beginners on typesetting machines shall receive \$9 per week for a period of eight weeks, and \$13.50 per week for a period of four weeks. Beginners on typecasting machines shall receive \$12 per week for a period of eight weeks, and \$15.50 per week for a period of four weeks. Twelve weeks being deemed sufficient for an operator to become competent to receive journeymen's wages.

HAND COMPOSITION.

SECTION 1. Straighthand compositors shall receive not less than \$14.50 per week of forty-eight hours.

SEC. 2. Job compositors, ad. compositors, stone hands and makeups shall receive \$15 per week of forty-eight hours.

PIECE WORK.

SECTION 1. Piece workers shall receive 40 cents per 1,000 ems for day work.

SEC. 2. Standing time shall be paid for at the rate of 1,000 ems per hour.

SEC. 3. In all book work to be done by the piece, no matter shall be culled out to be set by the week.

SEC. 4. Price and a half shall be paid for the following classes of matter:

1. Two columns of figures and stub without rule.

2. Two half measures with rule.

3. Over 300 ems of names in any one "take."

SEC. 5. Double price shall be paid for the following classes of matter:

III.248 NEW YORK STATE DEPARTMENT OF LABOR.

1. Three columns names.
 2. Three or more columns of figures (not to exceed ten columns) with or without rule.
 3. All tables exceeding ten columns, 2 cents extra for each additional column.
 4. Matter within leader, rule or other border.
 5. Matter in foreign languages.
- SEC. 6. Two cents extra per 1,000 ems shall be paid for each pica em measure of matter under 13 ems wide, viz.: 2 cents extra for 12 measure. 4 cents extra for 11 measure, 6 cents extra for 10, etc.
- All algebraical work or keys to be set on time.
- All built fractions 5 cents extra each.

PHOTO-ENGRAVERS, BUFFALO.

[Reported by union as signed by four employers.]

This agreement, made and entered into by the Typothetae of Buffalo and the Photo-Engravers' Union No. 4, I. P. E. U.

WITNESSETH: 1. That all parties hereto agree that their sole object is for the good and welfare of the employer and employee alike, and for the best interests of the photo-engraving craft, and that in consideration of their promises they will at all times strictly observe and abide by any and all agreements.

2. That the commercial employing photo-engravers, members of the Typothetae of Buffalo, shall not pay less than the following scale of wages per week:

Half-tone operators	\$21 per week
Half-tone etchers	21 per week
Half-tone finishers	21 per week
Line operators	18 per week
Line etchers	18 per week
Line finishers	18 per week
Printers	15 per week
Routers	18 per week
Proofers	18 per week

3. That on and after January 1, 1909, forty-eight hours shall constitute a week's work, during the life of this agreement. That the quitting time on Saturday shall be not later than 1 o'clock P. M. during the months of June, July, August and September. All extra time shall be charged as follows: Overtime, time and one-half; holidays and Sundays, double time; no employee to be laid off between starting time and noon, or between noon hour and quitting time. That the holidays to be observed are Christmas, New Year's, Decoration Day, Fourth of July, Thanksgiving and Labor Day.

4. Apprentices are to serve their apprenticeship for not less than five years in one shop, beginning at the age of 16 years or over.

5. The number of apprentices shall be as follows: One apprentice to the first four journeymen; one additional apprentice to be allowed for each three journeymen in excess of four; with the understanding that every office is entitled to at least one apprentice.

6. Should any of the employing photo-engravers, members of the Typothetae of Buffalo, operate a night force, the said force shall work under the same conditions as the day force employed, except as follows:

A. Everyone working regularly between the hours of 6 P. M. and 7 A. M. shall be considered as a night worker.

B. The ending of the week's work shall be Saturday at midnight.

C. The uniform minimum wage scale shall be 25 per cent more than the day scale.

7. A notice of one week shall be given by employer and employee upon severing their relations as such; except where such relations are severed by extraordinary causes.

8. Any disputes which may arise between the parties hereto shall be submitted to an arbitration committee of two from each party, and if this committee shall fail to agree within one week, then said four members shall choose a fifth, who shall be a disinterested party, and shall be chosen within one week from date of disagreement of the original committee. This committee shall render its decision within six weeks from date of notice by either party; such decision to be final and binding upon both parties hereto.

9. During the term of this agreement the parties hereto are not to engage in any strike, lockout, or boycott, sympathetic or otherwise.

April, 1907,

10. This agreement shall become effective on this 11th day of May, 1907, and expire on December 31, 1910.

IN WITNESS WHEREOF we have hereunto set our hands and seals.

For Typothetae of Buffalo —

E. A. KENDRICK,
President.

CHESTER B. AMES,
Asst. Secretary.

For Photo-Engravers' Union No. 4, I. P. E. U.—

WALTER L. JOBE,
President.

WALTER DUCKER,
Secretary.

PHOTO-ENGRAVERS, NEW YORK CITY.

[The following contract constitutes the award of the arbitration court in the proceedings between New York Photo-Engravers' Union No. 1 and the Publishers' Association of New York City, the report of which proceedings is reproduced in Part IV, *ante*.]

AWARD OF ARBITRATION COURT.

Contract entered into this 1st day of July, 1907, by and between the members of the Publishers' Association of New York city and other publishers having International Arbitration Agreements, and New York Photo-Engravers' Union No. 1, I. P. E. U.

SECTION 1. This scale shall apply to all morning, evening and Sunday newspapers.

SEC. 2. The hours of work for all men employed in newspaper photo-engraving plants shall be eight hours; for day men, between 8 A. M. and 6 P. M.; for night men, between the hours of 6 P. M. and 4 A. M.

SEC. 3. A third shift may be employed, the hours of work of which shall be between 11 P. M. and 8 A. M.

III.250 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 4. Thirty minutes for lunch shall be allowed on each shift.

SEC. 5. Men shall work not more than six days in one financial week when a sub can be obtained.

SEC. 6. The scale of wages shall be \$26 per week for day work; \$29 per week for night work.

SEC. 7. All time before and after the hours mentioned in sections 2 and 3, shall be paid for at overtime rates, namely, price and a half.

SEC. 8. All silver print work by wet plate photography in newspaper photo-engraving plants, must be done by journeymen photo-engravers.

SEC. 9. No foreman shall ask and no chapel chairman shall permit a journeyman to work more than eight hours overtime in any one financial week, when a sub can be obtained; and any journeyman who has accumulated eight hours or more overtime in any one financial week, shall take a day off in the next financial week, for each eight hours overtime worked.

SEC. 10. The foreman shall designate the regular day off; the journeyman shall have the right to appoint a sub who must be acceptable to the foreman. If he fails to do so, or if the sub does not appear, the foreman shall have the right to select the sub.

SEC. 11. The foreman shall designate the time for each man to report for work, and it shall be during the same shift every day or night. The foreman shall not change the time of anyone without giving at least four days' notice. This rule shall not apply to emergencies. An emergency in this connection is defined as an unforeseen occurrence or unavoidable happening inside the office or out.

SEC. 12. All foremen shall be card members of the New York Photo-Engravers' Union No. 1, I. P. E. U., and shall not be subordinate in the matter of shop discipline to anyone except the business manager, or a representative of the business office, the proprietor or president, or the managing editor.

SEC. 13. The scale of wages as herein agreed upon shall not affect the wages of journeymen who are getting over the scale at the time of adoption of this contract.

SEC. 14. Apprentices shall be allowed in the several offices in the proportion of one apprentice to each ten journeymen regularly employed, or the majority fraction thereof, provided that not more than three apprentices shall be allowed in any one office, except that in an office with fifty or more journeymen, an extra apprentice may be allowed.

SEC. 15. Albumenizing glass, sensitizing or preparing zinc or copper, the making of prints from negatives either on paper or otherwise, pulling of proofs on the Washington hand press, or preparing chemicals in any way, must be done by journeymen or apprentices.

SEC. 16. It is distinctly understood that all work done in the day time shall be at day rates. All work done in the night time, shall be at night rates. Publishers in each office shall determine the number of men necessary to operate the plant. All working conditions except as herein modified shall remain as at present.

SEC. 17. A joint standing committee, consisting of two representatives each of the members of the New York Publishers' Association, parties hereto, and New York Photo-Engravers' Union No. 1, shall be appointed or elected, to which shall be referred all differences that may arise con-

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.251

cerning the interpretation of any of the provisions of this contract, except the sections referring to wages and hours of work. The decision of a majority of this committee shall be binding, subject to the right of either party to demand arbitration in accordance with the contract between the I. P. E. U. and the A. N. P. A.

This contract shall remain in force one (1) year from date, and continuously thereafter, from year to year, unless the publishers shall, on or before the first day of May, in any year, or the Union on or before the first day of June, in any year, give written notice to the other party of a desire to change or terminate the contract. In either event proceedings shall be in accordance with the agreement in force between the A. N. P. A. and the I. P. E. U.

M. J. LOWENSTEIN,
H. F. GUNNISON,
For the Publishers.
CHAS. S. WALLS,
GEO. T. BARNARD,
For the Union.

MEMORANDUM CONCERNING APPRENTICES.

Made July 1, 1907, between the Arbitration Committee of the New York Publishers' Association and the Photo-Engravers' Union No. 1.

It is agreed that the apprentices selected under the terms of the contract may in the first year of their apprenticeship do the work now being performed by boys in the several offices, such as albumenizing glass, washing glass, polishing and preparing zinc and copper, etc.

The wages of apprentices during the first two years of their term shall be fixed by the office, subject to a consideration of the wages now being paid boys for the same work.

All other rules governing the selection and employment of boys to be taken up and arranged for by the joint standing committee.

WORKING CONDITIONS.

1. It is understood that the priority custom now in force regulating the increase or decrease of the number of men is an established office condition and must be observed.

2. It is understood that in the employment of men, the foreman shall be the sole judge of the competency of the men hired.

M. J. LOWENSTEIN,
H. F. GUNNISON,
CHAS. S. WALLS,
GEO. T. BARNARD.

PRESS FEEDERS, BUFFALO.

This agreement by and between the Typothetæ of Buffalo and the Press Feeders and Assistants' Union No. 15, of Buffalo, N. Y., dated this 28th day of March, 1907.

WITNESSETH: That, for and in consideration of the sum of one dollar, each to the other paid, the receipt of which is hereby acknowledged, and in consideration of the further covenants and agreements herein set forth,

III.252 NEW YORK STATE DEPARTMENT OF LABOR.

1. The scale of wages for the members of said union in the city of Buffalo shall remain as at present until December 31, 1907, inclusive, viz.: For cylinder press feeders, male, \$10 per week; for cylinder press feeders, female, \$7 per week; for job press feeders, male, \$7 per week; for job press feeders, female, \$5.50 per week.

2. The wage scale from January 1, 1908, until December 31, 1910, inclusive, shall be as follows: For cylinder press feeders, male, \$11 per week; for cylinder press feeders, female, \$8 per week; for job press feeders, male, \$8 per week; for job press feeders, female, \$6.50 per week.

3. Fifty-four hours shall constitute a week's work until December 31, 1908, inclusive. Forty-eight hours shall constitute a week's work thereafter, as specified in the agreement between the United Typothetæ of America and the International Printing Pressmen and Assistants' Union of North America, dated January 8, 1907.

4. Overtime to be paid for at the rate of time and one-half. Sundays, legal holidays, and time after midnight, to be paid for at the rate of double time. Legal holidays are New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

5. Ratio of apprentice cylinder feeders in each office to be one to four journeymen, or the major fraction thereof.

6. It is agreed that during the term of this agreement the parties hereto shall not engage in any strike, lockout, or boycott, sympathetic or otherwise. Any difference arising between the parties hereto during the term of this contract to be amicably adjusted by a conference committee, and in the event of their failure to agree, the point in dispute to be settled by arbitration as provided in the contract now in force between the United Typothetæ of America and the International Printing Pressmen and Assistants' Union of North America.

It is further understood that this contract is in all respects subject to the said agreement now in force between the two national organizations.

This contract to continue in force until December 31, 1910, inclusive.

(Signed) For Typothetæ of Buffalo,

E. A. KENDRICK, *President.*

JAMES E. SHAW, *Vice-President.*

For B. P. F. & A. U. No. 15,

GEO. H. GLEASER, *President.*

EDW. F. GLEASER, *Secretary.*

For I. P. P. & A. U.,

C. H. GALASKOWSKY, *Organizer.*

J. B. McGEARY.

PRESS FEEDERS AND ASSISTANTS, NEW YORK CITY.

The New York branch of the Printers' League of America proposes a flat \$15 scale until July 1, 1907. Should the eight-hour day be inaugurated by July 1, 1907, the \$15 scale is to continue, and if the nine-hour day continues after July 1, 1907, a flat scale of \$16 shall be paid, this scale also to apply to one man on each feeding machine. The proportionate increase also applies to the night forces. Job pressmen's scale, \$18 and \$20 per week.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.253

And it is further proposed that all changes, shop rules, etc., shall be subjected to the general conditions set forth in the organization of the Printers' League.

WALTER J. COATES,
Chairman of Conference Committee, Franklin Association No. 23.
OSWALD MAUNE,
Chairman of Executive Committee, Printers' League, N. Y. Branch.

The above agreement between the Printers' League of America, New York Branch, and Franklin Association No. 23, is hereby recognized as being in force from the 28th day of February, 1907. A formal contract embodying the foregoing conditions to be drawn up at earliest convenience, and duly signed and attested by the authorized agents of both organizations.

OSWALD MAUNE,
WALTER J. COATES.

Witness:

THOS. J. MORAN,
B. P. WILLETT.

PRESSMEN, BUFFALO.

This agreement by and between the Typothetae of Buffalo and the Buffalo Printing Pressmen's Union No. 27, dated this 28th day of March, 1907.

WITNESSETH: That for and in consideration of the sum of one dollar, each to the other paid, receipt of which is hereby acknowledged, and in consideration of the further covenants and agreements herein set forth:

1. The scale of wages for the members of said union in the city of Buffalo shall remain as at present until December 31, 1907, inclusive, viz.:

For cylinder pressmen..... \$18.00 per week.
For job pressmen..... 12.00 per week.

2. From January 1, 1908, until December 31, 1910, inclusive, the scale of wages for the members of said union in the city of Buffalo shall be as follows:

For cylinder pressmen..... \$18.50 per week.
For job pressmen..... 13.00 per week.

3. Fifty-four hours shall constitute a week's work until December 31, 1908, inclusive. Forty-eight hours shall constitute a week's work thereafter, as specified in the agreement between the United Typothetae of America and the International Printing Pressmen and Assistants' Union of North America, dated January 8, 1907.

4. Overtime to be paid for at the rate of time and one-half, Sundays, legal holidays and time after midnight, to be paid for at the rate of double time. Legal holidays are Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's Day.

5. The ratio of apprentices to be one for every three journeymen or major fraction thereof.

6. It is agreed that during the term of this agreement the parties hereto shall not engage in any strike, lockout or boycott, sympathetic or otherwise. Any difference arising between the parties hereto during the term of this contract to be amicably adjusted by a conference committee, and in the event of their failure to agree, the point in dispute to be settled by arbi-

III.254 NEW YORK STATE DEPARTMENT OF LABOR.

tration as provided in the contract now in force between the United Typothetæ of America and the International Printing Pressmen and Assistants' Union of North America.

It is further understood that this contract is in all respects subject to the said agreement now in force between the two national organizations.

This contract to continue in force until December 31, 1910, inclusive.

(Signed) For Typothetæ of Buffalo,

E. A. KENDRICK, *President.*

JAMES E. SHAW, *Vice-President.*

For B. P. P. U., No. 27,

E. P. SAMSON, *President.*

JOHN C. HERMAN, *Secretary No. 27.*

For I. P. P. & A. U.,

C. H. GALOSKOWSKY, *Organiser.*

PRESSMEN, NEW YORK CITY.

The Printers' League of America (New York branch) and New York Pressmen's Union No. 51, being desirous of entering into an agreement for the purpose of maintaining an era of peace for their mutual advancement and prosperity, do hereby agree in all instances to consult by committee, trade court, or otherwise, and to conciliate if possible any controversies, disagreements, or misunderstandings, and if possible to arrive at an amicable understanding then and in all cases to submit to an arbitration of such matters, the committees being composed of an equal number of employees and employers who shall appear and state their case before the arbitrator who shall be selected by mutual consent, and that each body herein before stated shall upon the signing of this agreement appoint a committee to arrange a schedule of prices and hours which shall be known and published as the Printers' League of America scale of wages, and also that the New York Pressmen's Union No. 51 shall be, and now is, considered a member of the Printers' League of America, for the purpose for which it has been organized.

It is also understood that any arbitration must be settled in three months from the time of submission to arbitration.

In accordance with the resolution of New York Pressmen's Union No. 51 this agreement will be in force for one year from date.

On behalf of Printers' League,

CHAS. FRANCIS, *President.*

WM. H. VAN WART, *Secretary.*

On behalf of Pressmen's Union No. 51,

JOHN MORAN, *President.*

W. L. AYDELOTTE, *Secretary.*

Dated New York, August 21, 1907.

VIII. TEXTILES.

WEFT WEAVERS, AMSTERDAM.

[Terminating dispute of April 29-August 3.]

Agreement made this 1st day of August, 1907, between William McCleary, of the firm of McCleary, Wallin & Crouse, and James Redmond, James Smith and Robert Harrison, representing the Weft Weavers.

It is hereby agreed that on and after this date eight and one-half cents per yard will be paid for weaving the Imperial grade, all sizes, and eight and one-tenth cents for XX-Imperial grade.

There will be as many looms fitted up as will be necessary to supply the demand for the XX-Imperial goods, each weaver to have his turn at weaving this work, always provided he does the work right.

It is also agreed that if necessary to weave any lower grade than the Imperial this season, price to be paid will be the same as before this date. However, when new patterns are made for the next season, prices will be figured on a basis of the Imperials.

McCLEARY, WALLIN & CROUSE,
By WM. McCLEARY.
WEFT WEAVERS,

By JAMES REDMOND,
JAMES A. SMITH,
ROBERT HARRISON.

IX. CLOTHING, MILLINERY, LAUNDRY.

CHILDREN'S CLOAK AND REEFER MAKERS.

[Agreement terminating dispute of March 22-May 25, reported by union as signed by all children's reefer manufacturers.]

Memorandum of agreement made this day of, 190..., by and between the firm of, consisting of, hereinafter called the firm, party of the first part, and the United Brotherhood of Cloak-makers No. 1 of New York and Vicinity, a corporation organized under the laws of the State of New York, hereinafter called the Union, party of the second part.

The firm hereby agrees to employ and does employ the said union to perform for the firm all the operating, finishing, pressing, button-hole making and cutting work required by the firm in the manufacture of misses' and children's cloaks and reefers and to pay for the same in accordance with the price-list stated below, and the union agrees to perform said work in a first-class workmanlike manner.

The hours of work shall be as follows:

On the first five working days of the week from 7.30 A. M. to 6 P. M. and on the last working day of the week from 7.30 A. M. till 5 P. M. and one hour recess for dinner every day, except that cutters shall work on the last working day till 4 P. M.

The firm agrees to employ on said work no person except members in good standing of the said union, namely, members of the Children's Cloak and Reefer Makers' Union, of the Cloak Pressers' Union, Locals 17 and 35 of the

III.256 NEW YORK STATE DEPARTMENT OF LABOR.

I. L. G. W. U., and of the Ladies' Garment Cutters' Union, or members transferred from other locals of the same union.

An officer or duly authorized committee of the union shall have the right to enter the factory of the firm to confer with members of the union employed in said factory.

Week workers shall be allowed a half-day rest on Labor Day and Election Day without any deduction from the wages.

Cutters shall be paid by the week. Pressers shall be paid by.....
Finishers shall be paid by.....

Wages shall be paid weekly in cash and every.....day for work completed up to the third day immediately preceding.

Prices on new styles shall be determined by a shop committee and the firm, references to be had to prices on present styles.

The week-hands shall be paid for overtime work at the rate of one and one-half ($1\frac{1}{2}$) times the usual wages. Under no circumstances shall overtime work be allowed on Wednesday nor on any day after 8.30 P. M. The employees shall be notified at 4 P. M. of the same day when overtime work is desired by the firm.

No sub-contracting on pressing work shall be permitted in the factory.

No work shall be sent to be done outside of the factory located at.....
.....unless all inside hands are engaged to the full capacity of the factory, except to contractors employing members of the union.

The firm must furnish free of all charges materials, tools and appliances and beginning with the first day of July, 1907, the firm must furnish free of all charges sewing machines.

As security for the faithful performance by the firm of its promise to supply free of all charges machines from and after the first day of July, 1907, the firm shall execute and deliver to the union a negotiable note for the sum of \$500 which note shall become the property of the union upon the occurring of a breach of contract.

The firm may have one week to try a new employee, except those who will be supplied by the union within three days after the signing of this contract.

After the expiration of one week the firm may discharge any employee for poor workmanship or bad behavior. Should the employee complain that the dismissal was unjustified the matter shall be submitted to a board of arbitrators for determination.

The board of arbitrators shall consist of three persons, one to be appointed by the union, one by the Reefer Manufacturers' Association, and the third by the two so appointed. The decision of a majority of the board shall be binding.

Should the board of arbitrators find in favor of the discharged employee, then the employee shall be reinstated and his wages for the lost time paid by the firm. In case of a piece worker the amount to be paid shall be determined by the board of arbitrators.

Should there be a disagreement as to prices to be paid, the prices shall be determined by the board of arbitrators.

There shall be no stoppage of work pending settlement of a dispute by arbitration.

The firm shall give two days' notice to the union should the firm desire additional help.

Should the union be unable to supply hands within two days, then the firm may take in any reputable person to work in the factory, provided, however, that the employee so accepted shall become a member of the union within one week after the commencement of his employment.

The fees of counsel retained to draw this agreement shall be paid by both parties equally.

This agreement is to take effect at once and to continue in force until the first day of May, 1908.

It is further agreed that in view of the fact that the damages, which the union is likely to sustain through a breach of this contract by the firm, are incapable of exact ascertainment, that the firm shall pay to the union in case of its violation of this contract the sum of five hundred dollars (\$500), as liquidated damages.

IN WITNESS WHEREOF, the firm has caused these presents to be signed by one of its members and to sign its firm name and affix its seal and the union has caused one of its officers to sign its name and annexed its seal this..... day of....., 190..

CLOAK MAKERS, NEW YORK CITY.

[Terminating dispute of Jan. 3-Feb. 1.]

Memorandum of agreement made by and between Israel Alper, of 4-6 Washington Place, in the Borough of Manhattan, city of New York, parties of the first part, hereinafter called the employers, and the United Brotherhood of Cloakmakers No. 1, of New York and vicinity, a corporation organized under the laws of the State of New York, party of the second part, hereinafter called the Union, to-wit:

1. The said employer hereby engages the union to perform for them all the cutting, tailoring, operating, pressing and finishing work required by them, and the union agrees to do the same at the price mentioned in the price list hereto annexed and made part hereof. All prices on new styles of garments not included therein are to be determined by the said employers with the concurrence of a committee of the operators and tailors employed in said factory, reference being had to the prices of similar garments in said list contained.

Wages shall be payable on Thursdays.

2. None but good standing members of the union shall be permitted to work at the factory of the employers. The employers shall pay the wages directly to the hands employed.

3. No hand supplied by the union to said employer shall be laid off by him before the expiration of this agreement except for poor workmanship or bad behavior, or at such time during which there shall be no work in said factory, it being understood and agreed that in case there will not be sufficient work to keep all hands occupied all the time then all the work on hand shall be distributed among the said hands equally. No work shall be sent to be done outside of the factory unless inside finishers are employed at full time and to the full capacity of the factory. No hand shall be per-

III.258 NEW YORK STATE DEPARTMENT OF LABOR.

mitted by the employers to take work to his or her home. Insisting on the provisions of this agreement shall not be construed as bad behavior.

4. A duly authorized officer, representative or committee of the union shall have access to the said factory to confer with the men therein employed.

5. The fees of counsel retained by the union to draw this agreement shall be paid by both parties equally.

6. In the event of a breach of this contract by the employer, he shall pay to the union the sum of five hundred (\$500) dollars as liquidated damages, the damages that the union is likely to sustain being incapable to exact ascertainment. The damages that may be sustained by the employers in the event of a breach of this contract by the union, shall not be liquidated hereunder, and they shall be entitled to recover the full amount of damages in such case by them actually sustained.

7. This agreement shall take effect at once, and continue until the tenth day of May, 1907, except that the cutters shall work in accordance with the yearly contract.

ISRAEL ALPER,

BEN SLESENGER,

United Brotherhood of Coatmakers, No. 1.

Signed, February 1, 1907.

JACKET MAKERS, NEW YORK CITY.

[Terminating dispute of Nov. 19-Jan. 3.]

NEW YORK, *January 3, 1907.*

1. All non-union men employed at firm's place to be discharged.

2. Union men to be taken back to work in place of discharged non-union men.

3. The firm to employ none but union men and keep a strictly union shop.

4. The work days to be nine and one-half hours every day except Friday when it shall be nine hours.

5. The union is to see to it that all hands do their work properly and conscientiously and to behave in the shop in a proper manner.

6. The firm is to treat its employees and to see that they are treated by the foremen in a proper manner.

7. All troubles arising between the firm and employees to be referred to the officers of the union who are to see that both sides treat each other according to agreement.

8. Representatives of the union to be allowed to visit the shop from time to time outside of working hours.

9. No non-union men shall be allowed to remain at work for more than a week without becoming union men.

10. This agreement to be valid until January 1, 1908.

Signed,

ALBERT ABRAHAM,

MEYER WOLF,

MEYER SEGAL,

DAVIS WEINSTEIN,

MAX PINE,

ABRAHAM COHAN.

KNEE PANTS MAKERS, NEW YORK CITY.

[Terminating dispute of Jan. 21-Feb. 6.]

Memoranda of agreement made and entered into this 6th day of February, 1907, by and between the Knee Pants Makers' Union, No. 1, of New York, a corporation duly organized under and by virtue of the laws of the State of New York, being Local No. 19 of the United Garment Workers of America, heretofore called the Union, party of the first part, and....., heretofore called the Employer, party of the second part, viz.:

1. That the employer hereby agrees to and with the said union have the said union furnish him with all the operators and pressers that the said employer may require for the purpose of making and manufacturing knee pants.

And the union also agrees to furnish said help upon the request of the employer to the best of its ability, and that the help so furnished shall be skillful and competent in the respective branches of their employment.

2. That the employer agrees to and with the union to employ or cause to be employed none but bona fide members of the union, that is to say that all the employees employed by the said employer for the purpose of making knee pants shall and will be members in good standing of the said union.

3. That it is agreed by and between the employer and the union, the parties hereto, that fifty-nine hours shall constitute one week's work to-wit: work to commence at 7 A. M. and continue until noon and then to recommence at 1 P. M. and continue until 6 P. M. on the first five days and until 5 P. M. on the last day of each and every week.

And that the employer shall not require the help so furnished or selected by him to work in any other way or method than heretofore specified, that is, that the employer will not require the said help to work more than fifty-nine hours per week.

4. And it is further agreed by and between the parties hereto, that the employer select out of the membership of the union pressers and operators of skill and competence, and the employer agrees to employ the so selected employees or those to him furnished by the said union during the life of this agreement, and the so selected or furnished employees shall not be allowed to do any other work than such work as is necessary in the making of knee pants, nor will the help be required to carry work for the employer from one department to another.

And it is agreed by the parties hereto that no member of the said union shall be discharged without good and sufficient cause and that cause to be determined by the union in conjunction with the employer.

5. And it is agreed that the employer will pay to the employees selected by him or furnished him by the said union, the prices set forth in the schedule annexed, and made a part hereof.

And the said members of the union will work for the prices set out in the schedule annexed hereto.

And the employer agrees to and with the union to pay his help their wages at the end of each and every week for the work done during the week passed.

6. And it is further agreed that the employer shall and will furnish to any and all of the employees furnished or selected by him with all the sewing machines, needles, oil, irons, and any and all other tools that may be required in the course of their respective employment.

III.260 NEW YORK STATE DEPARTMENT OF LABOR.

And that the said employer shall and will keep the said tools in good working order and repair, and that pressers shall only be permitted to fold work.

7. And it is also agreed that all the work shall be done by the piece, for the prices set out in the schedule hereto annexed.

8. And it is further agreed by and between the parties hereto that the said party of the second part shall and will deposit with the union a note or cash in the amount of \$.... as a security for the better performance on the part of the employer of the covenants and conditions of this agreement.

It is understood that the said sum of \$50 is the final stated and liquidated damages for the breach of any part of the covenants in this agreement contained.

9. It is finally agreed by and between the said parties that this agreement shall continue and remain in force for a period of time ending on the first day of January, 1908.

IN WITNESS WHEREOF, the said employer has hereunto set his hand and seal, and the said union has caused these presents to be signed by one of its officers this day and year first above written.

LADIES' GARMENT WORKERS, NEW YORK CITY.

[Terminating dispute of May 27-June 22.]

Articles of agreement, made by and between Messrs. Schindler Bros., of 409 Osborn street, Brooklyn, N. Y., parties of the first part, and Local No. 41 of the District Council of the International Ladies' Garment Workers' Union, No. 64 East Fourth street, N. Y. City, parties of second part, do agree as follows:

1. The above-named Schindler Bros., parties of the first part, do agree to employ members of Local No. 41, to perform for them all operating, finishing, examining, etc., required at the factory or factories of the said Schindler Bros. It is hereby mutually understood and agreed that Local No. 41 and the district council be known as the parties or party of the second part.

2. All wages must be paid to each employee on each Tuesday of each week.

3. The said Schindler Bros., parties of the first part, agree to employ only members in good standing of the aforesaid Local No. 41, parties of the second part, upon all garments manufactured or to be manufactured at their factory or factories.

4. The working hours of all members of Local No. 41 employed by the said Schindler Bros. shall be from 7 A. M. to 12 M. and from 1 P. M. to 5:30 P. M. of each working day.

5. The above-mentioned Schindler Bros. further agree to make no deductions from the wages of the said parties of the second part, nor to demand from their employees to make up any lost time from cessation of work caused by breakdown or stoppage of machinery of from fifteen minutes or less. For stoppage of more than fifteen minutes up to one hour. The making up of such lost time after the regular working hours, and only of one-half ($\frac{1}{2}$) the time so lost, through such stoppage of over fifteen minutes. And it is further agreed that each stoppage of over fifteen minutes is to be added and no additions to be made of two or more such stoppages of less than fifteen minutes.

6. Any just demand for an increase in wages from any individual employee, such demand, if opposed by the said Schindler Bros. is, it is hereby agreed, to be decided by an arbitration in the regular way, to consist of union wrapper operatives or others.

It is also further agreed that the said parties of the first part will not discriminate among and give preference to members of Local No. 41, parties of the second part.

7. It is hereby agreed that both parties of the first part and parties of the second part do pledge themselves to live up to and carry out all the provisions of this agreement during the full term of its operation, and do further agree to offer this agreement to the district council for adjustment. If parties of the second part violate this agreement they hold themselves liable to the refilling of their positions.

8. This agreement shall remain in force from the 24th day of June, 1907, to the 24th day of June, 1908.

IN WITNESS WHEREOF, two members of the firm of Schindler Bros. have placed their hand and seal, and the district council has caused its hand and seal to be placed by two of its officers this 24th day of June, 1907.

Schindler Bros. by A. SCHINDLER,
M. ROSENBERGER, *Sec.-Treas.*
M. JULIAN, *Cor. Sec.*

OVERALL WORKERS, BINGHAMTON.

This agreement, entered into by and between the firm of Smith, Crary & Davidge, party of the first part, and the United Garment Workers of America, party of the second part,

WITNESSETH: That in consideration of the use of the union trade label of the party of the second part, the party of the first part agrees to abide by the following rules and conditions governing the same:

1. All employees engaged in the manufacture of garments for the party of the first part must be good standing members of the party of the second part.

2. All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.

3. Said shops shall not be operated longer than fifty-four hours in any one week.

4. The party of the first part shall manufacture only in shops owned and operated by said party and equipped with mechanical power.

5. The party of the first part further agrees that they will not use any of said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.

6. The said label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.

7. The party of the first part agrees to pay for the use of labels that have

III.262 NEW YORK STATE DEPARTMENT OF LABOR.

been sewed in garments in the process of manufacture only, at the rate of \$1.10 per thousand labels; payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Larger, general secretary.

8. The party of the first part shall abide by the union conditions observed in the respective branches of the trade.

9. Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the general officers of the United Garment Workers of America for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.

10. The party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached.

11. The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of article 9 of the constitution relative to the rules governing the use of the union label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement shall go into effect on the 14th day of March, 1907, and terminate one year from said date.

Signed by the party of the first part:

SMITH, CRARY & DAVIDGE,
R. G. KILMER.

Signed by the party of the second part:

MARGARET C. DALEY,
MYRA E. CHOATE.

Executed at Binghamton, N. Y., on the 14th day of March, 1907.

This agreement is not valid unless approved by the G. E. B. of the U. G. W. of America.

PANTS AND VEST MAKERS, WARRENSBURG.

This agreement, entered into by and between the firm of Warrensburg Woolen Co., party of the first part, and the United Garment Workers of America, party of the second part,

WITNESSETH: That in consideration of the use of the union trade label of the party of the second part, the party of the first part agrees to abide by the following rules and conditions governing the same:

1. All employees engaged in the manufacture of garments for the party of the first part must be good standing members of the party of the second part.

2. All proper sanitary conditions shall be observed in all shops manufacturing goods for the party of the first part, who especially agrees to comply with all the requirements of the State laws relating to workshops.

3. Said shops shall not be operated longer than fifty-four hours in any one week.

4. The party of the first part shall manufacture only in shops owned and operated by said party and equipped with mechanical power.

5. The party of the first part further agrees that they will not use any of

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.263

said labels after notification that the privilege to use same has been withdrawn, or when said party of the first part abrogates this agreement.

6. The said label shall be in charge of a member designated by the party of the second part, employed in said shop, who shall keep an account of same. The label shall at all times be considered the property of the party of the second part, and all labels on hand shall be returned to said party immediately upon notification that the privilege to use the same has been withdrawn.

7. The party of the first part agrees to pay for the use of labels that have been sewed in garments in the process of manufacture only, at the rate of \$1.10 per thousand labels; payment to be made to the local label secretary, exclusively by check made payable to the order of B. A. Larger, general secretary.

8. The party of the first part shall abide by the union conditions observed in the respective branches of the trade.

9. Should any differences arise between the firm and the employees, and which cannot be settled between them, the said differences shall be submitted to the general officers of the United Garment Workers of America for adjustment. Should this not prove satisfactory, the subject in dispute shall be submitted to an umpire to be mutually selected for final decision.

10. The party of the first part agrees to abide by the conditions further specified in the supplementary agreement hereto attached.

11. The party of the first part shall forfeit for one year the privilege of said label if proven that said party has aided or abetted in the violation of article 9 of the constitution, relative to the rules governing the use of the union label.

The party of the second part agrees to do all in its province as a labor organization to advertise the goods and otherwise benefit the business of the party of the first part.

This agreement shall go into effect on the 23d day of October, 1906, and terminate one year from said date.

Signed by the party of the first part:

Warrensburg Woolen Co.,

By M. N. ELDRIDGE.

Signed by the party of the second part:

W. R. LILLIBRIDGE.

G. E. B., U. G. W. of A.

Executed at Warrensburg on the 23d day of October, 1906.

This agreement is not valid unless approved of by the G. E. B. of the U. G. W. of A.

MARGARET C. DALEY.

The following is the scale of prices agreed upon between the firm of the Warrensburg Woolen Co. and the members of the local union No. 184 of the U. G. W. of A. to go into effect on the 29th day of October, 1906, and to continue in force until one year from said date.

[List of prices here omitted.]

All day hands should receive living wages, same to be set by committee on wages, and prices, and should be advanced according to their ability.

III.264 NEW YORK STATE DEPARTMENT OF LABOR.

The common grades of work made like the better grades of work will be paid the same price.

Cutters shall be paid according to our national scale. First-class cutter taking full charge of cutting board shall receive not less than \$18 per week.

All piece operators working on time shall be paid their average wage and ten cents extra per day, the preceding week to be used to determine that average. All power machines, needles, belts, and parts of machines to be furnished by manufacturers.

All employees working in factory must be members in good standing of the U. G. W. of A. This includes all week workers as well as piece workers. No employees shall be discriminated against because they are active union members.

All members of the local union shall take an active interest in the welfare of the manufacturers, and where they receive the scale and the conditions laid down by the organization, should be conscientious in their dealings with the firm.

No operator should absent himself from the factory only when it is absolutely necessary, and especially through the busy season, as the production is what counts with the fair manufacturer.

All members shall take active interest in their local organization and not leave all the work for a few.

Help should be notified when engaged to work that it is a strictly union concern, and that they will be expected to join the organization.

Mr. Conway, head cutter, \$18 per week.

Mr. Brown, \$12.50 per week.

Mr. Aikens, \$9 per week.

Mr. Garner, \$9 per week.

Mr. Wood, \$9 per week.

Apprentices, first year, working on cutting table, from \$6 to \$10, and shall be advanced according to their ability.

All week workers shall be advanced according to their ability.

PANTS MAKERS, NEW YORK CITY.

*Memorandum of agreement, made by and between
of street, Borough of Manhattan, City of New York,
hereinafter called the Employer, part of the first part, and the Pants
Makers' Union, No. 1, of New York, hereinafter called the Union, party of
the second part, to wit:*

For valuable considerations, each to the other in hand paid, and in consideration of the mutual promises hereinafter more particularly set forth, it is hereby agreed by and between the said parties:

1. The employer hereby engage the said union to perform all the operating and pressing work required by in the manufacturing of pants, and the said union hereby agrees to do all of said work. None but working-men certified by the union to be members shall be employed on the said work.

2. The following shall be the working hours in the said shop, to-wit: From 7 o'clock in the morning to 5 o'clock in the evening on the first five days of the week, and from 7 A. M. to 4.30 P. M. on the sixth day, with one hour intermission for dinner (12 M. to 1 P. M.) every day.

3. During the continuance of these presents, the prices contained in the price list marked "A" and annexed hereto, and forming part of this agreement, shall be paid by the employer to the union. Wages shall be payable weekly. Instead of paying to the union, the employer may pay each workman for the amount of work done by him. All materials, tools and power shall be supplied by the employer.

4. The said employer shall not send away any person supplied to him by the union. A duly authorized officer, representative or committee of the union shall have at all times access to the factory of the said employer. It is expressly understood and agreed that the employer shall employ no button-hole makers except those who are members of the Garment Workers Union.

5. The fees of counsel retained by the union to draw this agreement, shall be paid by both parties equally.

6. This agreement shall take effect at once, and continue until the first day of February, 1908.

7. Whereas, in the event of a breach of this agreement by the employer, the said union would suffer great losses and damages, the amount whereof is incapable of exact ascertainment.

Now, therefore, it is further agreed by and between the said parties: That in the event of the breach of any of the covenants, conditions or provisions of this agreement by the said employer, he shall pay to the said union the sum of \$200 as liquidated damages.

8. And as security for the faithful performance of the terms of this agreement, the employer shall execute a promissory note which shall become the property of the union should the employer violate this agreement.

IN WITNESS WHEREOF, the said employer ha hereunto set hand and seal and the union has caused these presents to be signed by one of its officers, and its corporate seal to be affixed hereto, this 1st day of February, 1907.

SAILOR SUIT MAKERS, NEW YORK CITY.

[Signed by five firms.]

*Agreement made and entered into this 10th day of March, 1907, by and between
The Wash and Stuff Sailor Suit Makers' Union of the State of New York,
party of the first part, and
of the same place, party of the second part, to wit:*

1. That the party of the first part hereby agrees to and with said party of the second part to furnish said party of the second part with all the operators that he may require for the purpose of making and manufacturing wash and stuff sailor suits.

And it also agrees to furnish said help to the said party of the second part to the best of its ability, and that the so furnished help shall be skilful and competent in the respective branches of their employment.

2. That the employer agrees to and with the union to employ or cause to be employed none but *bona fide* members of the union, that is to say, that all the help employed by the said employer shall and will be members in good standing of the said union.

3. That it is agreed by and between the parties hereto, that fifty-nine hours shall constitute a working week, to wit: to commence at 7 A. M. every

III.266 NEW YORK STATE DEPARTMENT OF LABOR.

day and continue until 12 noon and then to recommence at 1 P. M. and continue until 6 P. M. on the first five days of each and every week and until 5 P. M. on the last day.

And it is further agreed by and between the parties hereto, that no member of the said union shall be discharged unless for good and sufficient cause, that cause to be determined by union in conjunction with the employer.

4. And it is further agreed by and between the parties hereto, that the said members of the union will work for the prices that are in existence at the present time, until the termination of this agreement, that is to say, on the prevailing work at the shop. In case any new styles are brought, then the prices shall be arranged by the employer in conjunction with the employees.

And that the employer agrees to and with the union to pay all his help their wages at the end of each and every week for the work done during the week.

5. And it is further agreed by and between the parties hereto, that the said party of the second part shall and will deposit with the union a note in the amount of \$300 as a security for the better performance on the part of the employer of the conditions and covenants of this agreement.

6. It is finally understood that the said sum of \$300 is the final stated and liquidated damages for the breach of any part of the covenants in this agreement contained.

7. It is finally agreed by and between the parties hereto that this agreement shall take effect at once and continue until the 10th day of March, 1908.

IN WITNESS WHEREOF, the said union has caused these presents to be signed by one of its officers and the employer has signed the same day and year first above written.

SHIRT MAKERS, NEW YORK CITY.

[Reported signed by twenty employers: terminated dispute of July 22-Sept. 14.]
Memorandum of agreement made and entered into by and between the Shirt Makers' Union of Greater New York, hereinafter called the union, party of the first part, and party of the second part, hereinafter called the employer.

WITNESSETH: 1. That the union hereby agrees to and with the employer to furnish the said employer to the best of its ability all such help as the employer may require in the making of shirts.

2. The employers agree to and with the said union to employ or cause to be employed none but *bona fide* members of the said union in his shop or shops for the purpose of making shirts. And the said employer agrees not to employ any help but such that are members in good standing of the said union.

3. It is agreed that ten (10) hours shall constitute a day's work, beginning at 7 A. M. with one hour for lunch and ending at 6 P. M., and that work shall cease at 5 P. M. on the last day of the week.

4. And it is agreed that the employers shall pay to the help furnished by the said union to him the prices contained in the list of prices hereto annexed and made part hereof.

5. And it is agreed that none of the help furnished to the employers herein by the said union shall be discharged without good and sufficient

cause, and that cause for such discharge shall be passed upon and determined by the said union together with the employer.

That no new employees shall be discharged after he or she has been in the employ of the employer for more than six days, unless as provided herein.

6. That no week workers shall be employed unless all the piece workers shall work full time, and should any of the help of the said employer for any reason whatsoever be expelled or suspended from the said union the employer agrees to discharge said employee, if a week worker at the end of the week, if a piece worker at once.

7. It is agreed that out of the help furnished by the said union to the said employers, the said help shall select out of their number a shop steward, and that the employer shall recognize the said shop steward as the representative of the members of the said union in his employ.

8. And it is agreed that the employer will furnish and keep in repair the machines and tools used by his help in the making of shirts.

9. Should the employer require any help the said employer agrees to request the shop steward to furnish him with the help that he may need.

10. And it is also understood that the said employers will allow the representative of the union to call at his or their shops to consult with the members of the said union in the employ of the said employer.

11. It is further understood that the party of the second part will furnish to the party of the first part a promissory note in the sum of..... dollars; that said note is in full for any and all damages that may result from any breach of any of the covenants herein contained.

That the said sum is full constituted, ascertained, determined, and liquidated damages.

And it is further agreed that should any dispute arise between the parties hereto with regards to any of the covenants herein contained, the said dispute shall be submitted to arbitration, arbitrators to be selected in the usual manner.

It is finally agreed that these presents shall and will remain in force for period of one year.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 17th day of August, 1907.

PRICE LIST.

FRONTS.

Front pocket yoke, allover D. S.....	\$0 21½
Front pocket yoke, gathered back, D. S.....	27½
Front (2) pocket, gathered back, D. S.....	33½
Front (1) pocket, gathered back, S. S. double point.....	17
French center, S. S., gathered back, with or without patch.....	13½
Double breasted, S. S.....	18½
Double breasted, D. S., small yoke.....	29½
Front S. S., pocket D. S., gathered back.....	21½
Bosom on hemmer set in D. S.....	20½
Bosom with center set in D. S.....	20½
Front gathered back D. P.....	13½
Front pocket yoke, S. S.....	13½

III.268 NEW YORK STATE DEPARTMENT OF LABOR.

Front (2) pocket (1) yoke, D. S.....	27½
Front D. S., pocket S. S., D. S., shoulder complete.....	19½
Front two yokes without gather, S. S.....	13½
Wings	15
Flap, each	5
Hanger	1½
Ticket	1
Center lining	1

COLLAR.

Band collar, S. S.....	12½
Band collar, S. S., with lining.....	13½
Band collar, D. S., without lining.....	14½
Band collar, D. S., with lining.....	16
Band collar, reversible, D. S.....	25
Band, collar, reversible, D. S., with patent.....	28
Flannel collars, extra	1
Bands, ply and a half.....	12½
Bands, 4-ply	13½
Manhattan shape band	16
Laundered band	7
Laundered band, with patent	7½
Flannel collar, plain D. S.....	12
Flannel collar, plain S. S.....	10
Neck cut out in collar, a dozen....	2
Double-breasted collars, extra	1

SLEEVES.

Sleeves, plain back seam.....	9
Sleeves plain back seam cuff lining.....	10½
Facing, S. S., whole sleeve.....	24
Facing, S. S., whole sleeve, cuff D. S.....	26
Facing, allover, D. S.....	31
Sleeve, outside seam, extra.....	2
Sleeve, back seam, extra.....	1
Hemming	3
Hemming flannel	3
Sleeving	5
Closing	5
Sewing flannel	6
Closing	6
Buttonholes, per hundred	6
Buttonholes, per hundred, flannel.....	7
Buttonholes, per hundred, with big knife.....	8
Tacks, per dozen	1
Buttons, sewing 3 buttons, 3 x 12.....	1

TAILORS, NEW YORK CITY.

This agreement made and entered into this day of, 1907, by and between, part of the first part, and The United Brotherhood of Tailors of New York, an unincorporated association, party of the second part, both parties being of the Borough of Manhattan, City and State of New York, witnesseth:

WHEREAS, The party of the first part is carrying on, and conducting, or about to carry on the business of tailoring and making of men's coats, and it being beneficial to the said party of the first part to employ members of the party of the second part, and

WHEREAS, The party of the second part is an association duly organized for the protection of the rights and interests of its members, in and about carrying on the aforesaid work,

NOW, THEREFORE, In consideration of the sum of one dollar (\$1), lawful money of the United States of America, by each party to the other in hand paid, the receipt whereof is hereby acknowledged, and their several promises by each party with the other mutually interchanged, and in consideration of these premises, it is hereby covenanted and agreed by and between the parties hereto, as follows:

1. That the party of the first part will employ only good standing members of the party of the second part, as operators, basters, finishers, pressers, fitters, bushlers, machine and hand button-hole makers, and button sewers, each in his own capacity and for no other work than that for which he was engaged in shop or shops situated at street, borough of Manhattan, city of New York, for the period of one year from the date of these presents, at the salary and remuneration as hereinafter set forth.

2. That the system of work in and about the said business shall consist only of that known as week work, and that the employees are to be engaged to work by the week only.

3. And it is further agreed that fifty-three (53) hours shall and will constitute a week's work, to-wit: From 7:30 A. M. to 12 o'clock noon, and from 1 P. M. to 5:30 P. M. on the first five days of the week, and until 4:30 P. M. on the last day of the week.

4. That the wages of each and every week's work shall be paid the employees on the last day of the week, and not later than 4:30 o'clock in the afternoon of that day.

5. That the party of the first part shall not employ any help whatsoever, other than those belonging to, and who are members of the party of the second part, and in good standing, and who conform to the rules and regulations of the party of the second part.

6. The party of the first part hereby agrees to abide by the rules and regulations of the party of the second part as known in the trade, so far as it affects it or him, and to permit and allow the representatives of the said party of the second part, to enter shop or shops at any time during working hours, for the purpose of inspection and enforcement of the terms of this contract as well as all the rules and regulations herein referred to. That the party of the first part will not engage any help whatsoever, without their first having produced a pass card duly signed and

III.270 NEW YORK STATE DEPARTMENT OF LABOR.

executed by the authorized business agent of the party of the second part, said card to show that the bearer thereof is a member in good standing of the party of the second part and has complied with all the rules and regulations thereof in force at that time.

In the event the party of the first part removing his or their shop or shops, he or they, as the case may be, must notify the party of the second part within three days thereafter of such removal and of the place to which the party of the first part has removed.

7. The party of the first part shall not employ more than one helper to every two operators, or one helper to every two basters.

8. That the party of the second part is to furnish any and all help that they may have on their application books, which books they are to keep open to the party of the first part, and that it is to furnish the party of the first part any and all help whenever so required without charging any fees or receiving any remuneration for such services.

9. That the members of the party of the second part may quit work, during a so-called "sympathy strike," and if no new demands are made by them such quitting of work on their part shall in no way affect the validity of this agreement or suspend its operation.

10. The following is the minimum scale of wages to be paid to the members of the party of the second part, and to each one of them for the entire period of this agreement, viz.:

Operators	\$20.00 per week
First assistant operators	18.00 per week
Second assistant operators	12.00 per week
Basters	19.00 per week
Assistant basters	15.00 per week
Finishers	16.00 per week
Assistant finishers	14.00 per week
Pressers, first grade	20.00 per week
Pressers, second grade	17.00 per week
Edge pressers	14.00 per week
Under pressers	12.00 per week
Fitters	15.00 per week
Bushlers	15.00 per week

11. The party of the first part hereby agrees to execute and hereby does execute to the party of the second part, a chattel mortgage on machines and chattels, for the sum of \$, as security for the faithful performance by the party of the first part of all the covenants and conditions in this agreement contained, and said security to be deemed as liquidated and ascertained damages for the breach of any of the covenants and conditions herein above set forth, on the part of the party of the first part, and said security shall also be applied to the payment of any wages that may be due and owing to the members of the party of the second part, or any one of them, and also of any other help that he may hereafter engage, who shall be members of the party of the second part.

This agreement shall be binding upon the parties hereto and their legal representatives during the period of one year from date herein.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above named,

X. FOOD, LIQUORS AND TOBACCO.

BAKERS, ALBANY.

[Reported by union as signed by twenty-nine employers.]

This agreement, entered into between Bakery and Confectionery Workers' Local Union, No. 10, of Albany, N. Y., and the undersigned employing baker, provides:

1. That none but members of Bakery and Confectionery Workers' Local Union, No. 10, shall be employed.
2. To employ but one apprentice only.

FOLLOWING IS THE SCALE OF WAGES.

3. Day work: Foreman, \$18; second hand, \$15; under hands, \$12.
 4. Night work: Foreman, \$21; second hand, \$18; under hands, \$16.
 5. Half night and day: Foreman, \$20; second hand, \$17; under hands, \$14.
 6. Ten hours a day, for six (6) consecutive days shall constitute a week's work.
 7. No employee shall board or lodge with his employer.
 8. That the union label shall appear on each and every loaf of bread baked.
 9. No employee shall work on the following holidays: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's.
- Night work, 6 P. M., ten hours.
Half night and half day, 12 o'clock A. M., or 12 o'clock at night, ten hours.
Day work, 4 A. M., ten hours.
- This agreement to hold good and binding from June 1, 1907, to May 31, 1908. (For one year.)

BAKERS, BUFFALO.

[Reported by union as signed by seventy-six employers.]

*This agreement, made this 30th day of April, 1907, between Local Unions Nos. 16 and 160, of Buffalo, N. Y., of the Bakery and Confectionery Workers' International Union of America, party of the first part, and
....., boss and employer of bakers, in the city of Buffalo, N. Y., party of the second part, for and in consideration of the mutual covenants and agreements hereinafter set forth,*

WITNESSETH: 1. The said party of the first part hereby agrees to protect the said party of the second part against all strikes by the members of the party of the first part, providing the provisions of this contract are lived up to, and to grant to the party of the second part the use of the labels of the party of the first part, and to furnish as many competent men as may be necessary to do the work of the party of the second part.

And the party of the second part hereby agrees:

1. That he will give all the bakery and confectionery work to be done by him to the members of the party of the first part, except that this agreement shall not be construed to require the party of the second part to discharge any persons in his employ at the time this contract is entered into, or to deprive any person now in the employ of the party of the second part of his employment.

III.272 NEW YORK STATE DEPARTMENT OF LABOR.

And it is further provided that the provisions of this article shall not apply to apprentices. Bakers and confectioners to be furnished to second party through the agency of the officers of local unions, Nos. 16 and 160, located at 528 Genesee street, Buffalo, N. Y. Men to be employed and laid off in rotation under direction of first party, except oven hands and mixers on machinery.

2. That he will not keep a baker employed by him in board or lodging.
3. That he will place upon all breads, pies or crackers, manufactured by him, the union label of the party of the first part, for which said label he agrees to pay for the use of same the sum of ten cents (\$0.10) per thousand.
4. He shall be entitled to as many labels as are required in his business, and the first hand shall be responsible for the same.
5. If he employs five members of the first party or less, he shall be entitled to one apprentice; over five men and less than ten men, two apprentices; over ten men and less than fifteen men, three apprentices, and so on in like proportion.
6. That he will pay oven hands on bread and cake not less than \$17 per week; bench hands not less than \$15 per week. All overtime to be paid: oven hands, fifty cents per hour; bench hands, forty cents per hour; no overtime to be included in day work and not to exceed three hours per week overtime for each man on night work, as longer hours, than herein provided, are dangerous to the public and detrimental to the workers.
7. If he requires a helper, he shall pay to the said helper, if an oven hand, \$3.25 per day; and to a bench hand, \$2.75 per day. Extra time to be under the same regulations and at the same rate as for regular hands.
8. Ten hours shall constitute a day's work, between the hours of 5 A. M. and 7 P. M. Nine hours shall constitute a day's work if any time is worked between 7 P. M. and 5 A. M. This shall not include the time taken for meals. Sponge setting to be included in the regular day's work.
9. That he will pay all wages as soon as time has expired each and every week.
10. That he will not require or permit his employees to work on Labor Day or the following night, that is: From Monday morning at 6 o'clock to Tuesday morning at 5 o'clock.
11. That he will admit the business agent or committee of Bakers' Unions, Nos. 16 and 160, to his shop at all hours of every work day.
12. For every violation of this contract the parties hereto agree that the party violating the said contract shall pay to the other party the sum of \$25 which sum is fixed by the parties hereto owing to the difficulties of arriving at the exact damage which may exist for each particular violation, and which is to be regarded as liquidated damages and not as a penalty. And, in case the said party of the second part violates this agreement, it is expressly agreed that said first party shall have the right to withhold from the said second party the use of the union label until said liquidated damages are paid.

This contract shall continue in force and effect from May 1, 1907, to May 1, 1908.

BAKERS, NEW YORK CITY.

[Reported signed by twenty-two employers.]

An agreement entered into between the Bohemian Bakers' Union No. 22 of the Bakery and Confectionery Workers' International Union of America and the Boss Bakers, the 1st day of May, 1907, and to remain in force till the 1st day of May, 1908:

I, the undersigned owner of bakery at No., do hereby enter into an agreement with the Bohemian Bakers' Union, No. 22, of the Bakery and Confectionery Workers' International Union of America, as follows:

1. I agree to employ workmen, members of the Bohemian Bakers' Union, No. 22, and no others.

2. I agree to employ workmen fifty-four hours a week, or six days of nine hours a day, after fifteen hours' rest and thirty minutes for the nine hours' work.

3. I shall not call to work my workmen until after the lapse of fifteen hours' rest and thirty-nine hours of Sunday rest.

4. I shall make no objection in case any of my workmen desire to send a substitute.

5. I agree to pay the following weekly wages: First hand shall receive not less than \$16; second hand, not less than \$14; fourth hand, not less than \$11. Confectionery workers: First hand, not less than \$16; second hand, not less than \$14, and fourth hand, not less than \$11. These wages I shall pay to my workmen on Saturday in cash.

6. Further, I agree to pay my workmen as helpers (jobbers). Helpers receive \$3.50 for nine hours' work; first and second hands, \$3.50, and fourth hands, \$3 for nine hours' work. Bread helpers shall receive: First and second hand, \$1.25 from one oven of bread; overtime, 40 cents an hour.

7. All preparatory work as mixing and taking luncheon, and every thing which pertains to the usual work, shall constitute part of the nine hours work.

8. I shall not ask the drivers or other employees to do any work outside their line.

9. I shall allow my workmen two days vacation during the Christmas holidays, two days during the New Year holidays, and one day during Easter holidays. And I agree to do work these days with extra help.

10. I shall not ask my workmen to do work outside of their line, such as unloading flour, chopping wood and carrying bakery around.

11. Bread coming from my shop, white as well as rye, shall bear the genuine label of the Bakery and Confectionery Workers' International Union of America.

12. I agree to allow any bakers' committee at any time without any hindrance to my workshop.

13. Where three workmen are employed, there must be one first hand, one second hand and one fourth hand. Where more workmen are employed, the substitute must be first and second hands.

III.274 NEW YORK STATE DEPARTMENT OF LABOR.

BAKERS AND CONFECTIONERS' UNION No. 305.

[Reported signed by one firm.]

Said agreement shall be in force from third day of January, 1907, until the first day of May, 1907.

Bakers and Confectioners' Union, No. 305, of New York, hold every proprietor of a bakery whom they entitle to use their label, responsible to comply with the following rules:

1. To employ only such bakers who are members in good standing of the above union.
2. To engage such employees only through the medium of Bakers and Confectioners' Union, No. 305.
3. Not to board any journeymen bakers.
4. The employees of a bakery are exempt from unloading flour or any other hard labor outside the bakery.
5. The employed bakers should not work more than six days a week, and no more than ten hours a day; they should be allowed half an hour for lunch.
6. The minimum scale of wages is to be as follows: A first hand, \$19 per week and up; second hand shall receive, \$16 per week and up; third hand, \$14 and up.
7. First hand helper, \$4 per day; second hand helper, \$3.50 a day.
8. Sponging and dishes shall not be made Friday.
9. Each loaf of bread over one-half pound must be provided, at the expense of the proprietor, with a union label; such labels to be furnished by the union for fifteen cents per thousand.
10. Each proprietor must recognize any assistant sent by the above union.
11. The proprietor of a bakery must admit any representative sent by the above union.
12. The labels of the union should be intrusted to the foreman or his assistant only.
13. No employee should be discharged without reasonable cause, should any difficulty arise between employer and employee, it must be notified to the delegate of the union and he must without delay present it to the board of the union.
14. Bread carriers shall not be allowed to work at the bench and oven.
15. This agreement must unfailingly be posted on the wall of the bakery.

BAKERS, NEWBURGH.

Articles of agreement entered into between the Bakery and Confectionery Workers' International Union of America, No. 148, and Master Bakers, of Newburgh, N. Y.:

ARTICLE 1. All men working in the bake shop shall be international union men, and none other than international union men shall be employed, having an honorable standing according to union rules.

ART. 2. No employee shall be allowed to board or lodge with his employer.

ART. 3. No employee shall be allowed to work more than ten hours for any one day, or more than six days for one week.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.275

ART. 4. Foremen to receive \$18 per week; second hand, \$15 per week; benchmen, \$13 per week; jobbers to receive \$3 per day or night of ten hours; all overtime at the rate of thirty cents per hour for all hands alike. In no case shall the wages be reduced if they should be higher than at present fixed by this scale affecting the men now employed. No man shall be allowed to work more than two hours overtime in any week.

ART. 5. Every employer to pay promptly after the performance of one week's work.

ART. 6. It is mutually agreed that should either party violate any article of this agreement, such difficulty shall be adjusted by a committee of seven, to consist of three members of each party to this agreement and one disinterested party, who shall be agreeable to both.

ART. 7. This agreement is to take effect May 1, 1908, and to continue until May 1, 1909.

ART. 8. Every baker belonging to Local Union No. 148 is prohibited from working on the following days, namely: Fourth of July, Labor Day between 6 A. M. and 6 A. M., Thanksgiving, Christmas and New Year's, between 6 P. M. and 6 P. M.

ART. 9. Each loaf of bread shall bear the union label. The foreman shall have the custody of the labels and must account for them to Local Union No. 148.

ART. 10. All members belonging to Local Union No. 148 who are competent and in good standing shall be employed when a vacancy exists.

ART. 11. All agreements to be signed Saturday, April 27, before 8 o'clock P. M., and to take effect May 1, 1907.

BAKERS, ONEIDA.

[Reported by union as signed by four firms.]

This agreement by and between Bakery and Confectionery Workers' International Union, No. 331, Oneida, N. Y., and the Master Bakers of Oneida, N. Y., signing the same, to be and remain in effect from June 1, 1907, to May 1, 1908:

ARTICLE 1. This union to be recognized as the Journeyman Bakery and Confectionery Workers' International Union, No. 331, of Oneida, N. Y.

ART. 2. None other than union men shall be employed in any of the shops of said master bakers of Oneida, N. Y., and such journeymen bakers must carry a card to signify the same.

ART. 3. Only one apprentice shall be allowed for each shift of hands.

ART. 4. The scale of wages and classification of workmen shall be as follows: Foreman, not less than \$16 per week; second hand, not less than \$12; third hand, not less than, \$10; jobbers, not less than \$3 per day.

ART. 5. No member of Union No. 331 shall perform any work between the hours of 8 A. M. September 2, 1907, and 5 A. M. September 3, 1907, Labor Day.

The above rule to apply to the following holidays, when they fall on Saturday or Monday: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's Day.

ART. 6. Ten hours to constitute a day's labor.

III.276 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 7. That members shall receive wages in full and shall *not* be allowed to lodge with the boss.

ART. 8. No member of our union shall be made to use any unfair goods of any description whatever.

ART. 9. That all night work shall be abolished in the city of Oneida, N. Y.

ART. 10. There shall not be any labor performed between the hours of 8 P. M. and 5 A. M. after June 1, 1907.

ART. 11. In consideration of this contract being signed by the parties of the second part, and all the provisions therein lived up to, the parties of the first part shall and do hereby grant them the privilege to use all our labels on each and every loaf of bread manufactured and sold by them.

ART. 12. There shall be three copies of the agreement, one for the master bakers, one for the Baker's Union, No. 331, of Oneida, N. Y., and one shall be posted in a conspicuous place in each shop, and shall not be allowed to be defaced or torn down.

BAKERS, PORT JERVIS.

[Reported by union as signed by three firms.]

*Agreement between Employer and the
Journeyman Bakers and Confectionery Workers' International Union No.
335:*

PORT JERVIS, N. Y., March 1, 1907.

1. Acknowledgment of the union, that is to employ only members in good standing, and procure them from the above organization.

2. No journeyman shall room or board with the employer.

3. No employer shall reduce the now prevailing scale of wages, as follows: Foreman, not less than \$15; second hand, not less than \$12; third hand, not less than \$10.

4. If the above rules are adhered to, then Union No. 335 agrees that every loaf of bread will have the label of the bakers' and confectioners' organization attached, the cost is 10 cents per 1,000. Combination labels, that is, labels, with name and address of the employer, may also be had, but the cost of which must be paid in advance.

5. The union in return agrees to furnish the employer always with first-class workmen.

6. The business agent shall have permission to visit the respective shops at any time.

7. Every baker shall have the following holidays off as can be arranged by employer: Christmas, New Year's, Thanksgiving, Fourth of July, Labor and Decoration Days.

8. All union men shall be paid overtime for Friday nights and all days running over ten hours.

9. This contract shall be in force from March 1, 1907, until March 1, 1908.

BOTTLERS, ALBANY.

Agreement between Bottler's Union No. 375 and Proprietors of Bottling Establishments of Albany, N. Y.

ARTICLE 1. Only union men to be employed to fill the positions hereinafter named. No others to be employed to fill same positions while members of Local Union No. 375 are out of employment. All new or additional

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.277

help to fill positions hereinafter named shall become members of Local No. 375.

ART. 2. Discharge of employees shall be for the following reasons: Disobedience of orders from his employers, for intoxication, for dishonesty, for incompetency, or disrespect to his employer. In case of discharge when the employee believes himself unjustly dealt with, he can call his fellow-employees as witnesses; their disposition must be made in writing and placed before the arbitration committee.

ART. 3. Nine hours shall constitute a day's work all the year round, the hours being from 7 o'clock A. M. until 5 o'clock P. M., one hour to be allowed for dinner; this clause, however, to apply to inside men only, peddlers to work on a schedule of fifty-four hours a week. There shall be no Sunday work, except as provided for elsewhere in this agreement.

ART. 4. All overtime to be paid for at the rate of time and one-half, except Sunday and holiday work when the rate shall be double the regular wages.

ART. 5. Election Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Decoration Day, and July Fourth shall be considered holidays, without reduction in week's pay; the proprietor has the right, however to call upon a sufficient force to do only necessary work for not more than three hours.

ART. 6. The arbitration committee shall consist of three members of the joint local executive board, and not more than three members of the Albany, N. Y., Bottling Establishment Proprietors who have signed this agreement. In case of disagreement they shall add a disinterested person to enable them to come to an agreement. A majority decision of the above named committee shall be final.

ART. 7. The wages paid shall be as follows: Peddlers, \$15; wagon helpers, \$10; beer bottlers, \$14; mineral water bottlers, \$16; assistant bottlers, \$12. Where two or more men are employed inside one shall be the assistant bottler.

ART. 8. This agreement shall take effect June 1, 1907, and shall remain in force until May 31, 1908. And if a new agreement shall be presented by either party a notice of twenty-one (21) days shall be given; and if no new agreement is presented by said time, the old previous agreement shall remain in force as before.

ART. 9. The Bottling Establishment Proprietors agree to use only union made goods in the manufacture of their products.

Bottlers:

JAMES J. MCGRAW & BRO.,
HODGKINS & RUEFLE, for UNION BOTTLING WORKS,
EMIL C. ROSCHE,
HENNESSEY & NOLAN,
ANTON HEINRICH,
HEDRICK BREWING Co.,
WILLIAM REINECK,
JOHN H. SUTLIFF,
S. KAPLAN,
A. C. & G. F. WEBER,
B. J. E. MULLEN, per JOHN MULLEN,

III.278 NEW YORK STATE DEPARTMENT OF LABOR.

GEORGE HALLENBECK, per DAVID HALLENBECK,
KIRCHNER BREWING Co., G. C. SNIPER, *President*,
KIRCHNER BROS.

Committee:
FRED KAPPS,
GEORGE SHEVLIN,
WILLIAM UNGER.

BOTTLERS, NEW YORK CITY.

[Reported as signed by forty-two firms at different dates from Oct. 19, 1906, to Feb. 19, 1907. Terminated dispute of Oct. 9-Feb. 19.]

*Agreement made and entered, this day of, 1906,
by and between, of No.
..... street, of the Borough of Manhattan, City of New
York, hereinafter called the Employer, party of the first part, and the
Mineral Water Bottlers, Drivers, Bottle Washers and Polishers' Union,
an organization being affiliated with the United Hebrew Trades, of the
State of New York, parties of the second part, to wit:*

WHEREAS, The employer desires to secure for his factory the help and services of skilled and competent mechanics and to satisfy the general public demand for the products of organized labor.

WHEREAS, The union is composed of skilled mechanics, and undertakes to render to the employer such services.

NOW, THEREFORE, In consideration of the premises, and of the mutual covenants, and promises hereinafter more particularly set forth, it is hereby agreed by and between the said parties:

1. The employer hereby engages the said union to perform all the work required by him for the term commencing on the date of these presents and terminating May 1, 1907, and the said union hereby agrees to do all said work, or to employ its members to do the same.
2. The wages paid to said union or its members shall be according to schedule attached to this agreement.
3. Six days shall constitute a working week, and the following shall be the working hours in the said shop, to wit: From 7 A. M. to 6 P. M., with one hour intermission for dinner from 12 to 1 P. M.
4. It is also agreed by the said party of the first part, that in event the said parties of the second part will work overtime in his said shop, then they should be paid for such overtime double wages.
5. The said employer shall not send away any person or persons supplied to him by the union without an investigation made by the union.
6. The union or its members shall be paid on of each week for the work done during the week.
7. This agreement shall take effect at once and continue until the first day of May, 1907.

IN WITNESS WHEREOF, The said employer has hereunto set his hand and seal, and the said union has caused these presents to be signed by one of its officers this day of, in the year 1906.

Signed and sealed in the presence of:

.....
.....

SCALE OF WAGES.

Bottlers	\$12.00
Polishers	10.00
Washers	10.00
Drivers	14.00

BREWERY WORKERS, ALBANY.

(a) ALE AND PORTER WORKERS.

Agreement between the Ale and Porter Workers' Union, No. 129, and the Ale Brewery Proprietors of the city of Albany:

ARTICLE 1. None but members of the International Union of United Brewery Workers of the United States shall be employed; but members of Local Union No. 129 shall have the first privilege; and new men shall not take the place of members now steadily employed.

ART. 2. All drivers shall clean their horses in their charge every morning, including Sunday, but shall not be asked to do any other work on Sunday. Horses, wagons and harness, shall be cleaned when told to do so, during the regular hours of any workday.

ART. 3. Nine hours shall constitute a day's work all the year round, except in the months of May, June, July, August, September and October, when eight hours shall constitute a day's work on Saturdays. All overtime to be paid at the rate of fifty cents per hour.

ART. 4. In case laying off men is necessary, no man shall be laid off longer than one week at a time, and no man shall be asked to take the place of the man so laid off.

ART. 5. Each workman shall have the right to board or live wherever he chooses, and no help shall be hired on the recommendation of a saloon-keeper or agent.

ART. 6. Scale of wages: First men in departments, \$19 per week; teamsters, \$17 per week; stablemen (seven days), \$18 per week; all inside men, \$16 per week; book-men to receive an advance of \$3 per week on their present wages; no present wages to be reduced; to be paid weekly and on Saturday.

ART. 7. No teamster shall be asked to deliver ale or porter in hogsheads or barrels to saloon or customer alone, and no agent or collector shall take the place of a teamster.

ART. 8. Employees shall be discharged for causes only, such as incompetency, drunkenness, negligence, dishonesty.

ART. 9. Service done by employees in the interest of and for the benefit of the union shall not be cause for discrimination or discharge.

ART. 10. Extra help employed during the busy season shall not be considered as regular employees and shall be entitled to temporary employment only, and the last man or men hired shall be the first man or men laid off.

ART. 11. All packages leaving the breweries under the jurisdiction of Local Union No. 129 shall bear the Brewery Workers' Union Label.

ART. 12. When difficulties arise they shall be settled by an arbitration committee composed of three members of the joint local executive board and a committee of three employing brewers.

III.280 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 13. The following days shall be considered as Sundays: Christmas, New Year's, Fourth of July, Labor Day, Thanksgiving Day, and half a day on Decoration Day, with compensation for the same in compliance with article 6.

ART. 14. Ale shall be given free of charge during all working hours — first beer to be given one hour after commencement of work. Three minutes allowed for drinking.

ART. 15. No member of Local Union No. 129 shall be asked to deliver lager beer to customers within the city limits of Albany.

ART. 16. This agreement shall take effect April 1, 1907, and remain in force until March 31, 1909, and if a new agreement shall be presented by either party a notice of twenty-one days shall be given; and if no new agreement is presented by said time so stated, the present new agreement shall stand.

CONSUMER'S ALBANY BREWING CO., by JAMES PURCELL, *President*.

HINCKEL BREWING CO., by CHAS. A. HINCKEL, *Vice-President*.

THE AMSDEL BREWING & MALTING CO., by G. C. SNIPER, *Pres't*.

QUINN & NOLAN ALE BREWING CO., by JOHN HOFFMAN, *Manager*.

JOHN K. O'BEIRNE, *Chairman*,

FRED KAPPS,

JOSEPH HUMLER,

WILLIAM UNGER,

Committee.

Endorsed by the International Executive Board of the U. B. W. of A., Cincinnati O., January 24, 1907.

ADAM HUEBNER,

International Secretary.

(b) BEER DRIVERS.

Agreement between Drivers' Union No. 88 and Albany Lager Beer Brewery Proprietors, April 1, 1907, to March 31, 1909:

ARTICLE 1. Only union men to be employed as drivers, stablemen and helpers in the undersigned breweries. No others to do the work of such drivers, stablemen or helpers, as long as they are unemployed. New drivers, stablemen or helpers must join the Union No. 88.

ART. 2. Drivers, stablemen or helpers, recommended by saloon keepers, shall not be employed. All men have the privilege to dwell or board wherever they may choose. No member of the union shall be treated obnoxiously; nor shall he be discharged for serving on any committee concerning International Union of United Brewery Workmen of America.

ART. 3. Discharge of employees shall be for the following reasons: Disobedience of orders from his employers, for intoxication during working hours, for dishonesty or disrespect to his employer. In case of discharge, when the employee discharged believes himself unjustly dealt with he can call his fellow employees as witnesses; their deposition must be made in writing and placed before the arbitration committee.

ART. 4. In the fall of the year when work is slack and it is necessary to reduce labor, all employees who are members of Local Union No. 88 shall be laid off on one and the same day in the week. Any breweries where mem-

bers of No. 88 handle ale and lager, they shall not be laid off. Any lager breweries that lay off one day a week can not hire one or more men unless all drivers work, and can not hire any outside teams on the day the drivers are laid off; such a lay-off day may be designated by the proprietor. No inside man to go on a wagon to do driver's work or helper's work. Inside workers work inside and drivers and helpers work outside. No stableman to take drivers or helpers place, while they are laid off. No stableman to be laid off. The lay-off season shall not continue longer than three months in the year.

ART. 5. Extra help employed during the busy season shall not be considered as regular employees, and shall be entitled to temporary work only, and the last man or men hired shall be the first man or men laid off.

ART. 6. All drivers can, if necessity requires help, request the assistance of a driver's helper or a union man from the brewery.

ART. 7. Beer shall be allowed drivers, stablemen and helpers during working hours.

ART. 8. Nine hours shall constitute a day's work all the year round for all members of Local Union No. 88, without any reduction in the week's pay. Six days shall constitute a week's work, and Sunday work shall not continue more than two hours; such time shall be devoted to cleaning and caring of horses, wagon and harness. If wagon and harness are cleaned on Saturday, after the regular working hours, the Sunday work shall not continue more than one hour; such time shall be devoted to cleaning team only. Stablemen to feed at noon and at evening, with the assistance of a driver or helper, without extra pay for the same.

ART. 9. Work shall begin at 6 A. M. during the season of navigation and after at 7 A. M.

ART. 10. There shall be no beer delivered on Sunday.

ART. 11. Wages shall be paid weekly and on Saturday.

ART. 12. All overtime payable at the rate of fifty cents per hour, stablemen included. Work performed on Sunday not specified in article 8 shall be paid in a similar manner. Thanksgiving day, Christmas, New Year's and Election days shall be considered as Sunday, without any reduction on the week's pay. July Fourth and Decoration day the work shall cease at noon hour. Labor day provisions shall be made so that all necessary work can be finished in reasonable time, so that it will not deprive the members of participating in the parade and festivities of the day. Overtime shall not be taken off from the regular working hours. July Fourth and Decoration day the men shall not work any longer than four and one-half hours.

ART. 13. The arbitration committee shall consist of three men of the joint local executive board and three men of the Albany Lager Beer Brewery Proprietors, who have signed this contract. They have full power to settle all disputes, and in case they disagree the party can call in a disinterested citizen of city of Albany, and a majority of a so constituted arbitration committee shall be final.

ART. 14. Wages shall be as follows: Regular route drivers at the rate of \$19 per week the year round; in case of sickness, should a helper or extra driver be called upon to peddle regular driver's route, he shall be paid as a regular driver for the time serving. Three-horse truck drivers at the rate of \$19 per week. Extra drivers and helpers, \$17 per week all the year round.

III.282 NEW YORK STATE DEPARTMENT OF LABOR.

Stablemen \$18 per week all the year round. All employees who are at present receiving more than the above wages shall continue to receive the same as heretofore. No one, however, to receive less than the above specified wages.

ART. 15. Only union men to be employed around the stable or in the stable.

ART. 16. This agreement shall take effect April 1, 1907, and remain in force until March 31, 1909. And if a new agreement shall be presented by either party, a notice of twenty-one (21) days shall be given, and if no new agreement shall be presented by said time so stated, the old previous agreement shall stand.

ART. 17. The proprietors of all lager beer breweries of Albany hereby agree to use only strictly union-made goods in the production of their beer.

ART. 18. The lager beer breweries of Albany, N. Y., do agree to use the label of the International Brewery Workingmen of America on all their products.

THE HEDRICK BREWING Co., by WILLIAM HEDRICK,
THE CONSUMER'S ALBANY BREWING Co., by JAMES PURCELL, *President*,
HINCKEL BREWING Co., by CHARLES A. HINCKEL, *Vice-President*,
KIRCHNER BREWING Co., by G. C. SNIPER, *President*.
BEVERWYCK BREWING Co., by JOHN HOFFMAN, *Manager*,
DOBLER BREWING Co., by GEORGE C. HAWLEY, *President*.

FRED KAPPS, *Chairman*,
PAUL KEMMER,
AUGUST HUEETER,
JOHN K. O'BEIRNE,
JOSEPH HUMLER,
WILLIAM UNGER,
Committee.

(c) LAGER BEER BREWERS.

Agreement between Lager Beer Brewers' Union, No. 15, and the Lager Beer Brewers of Albany, April 1, 1907, to March 31, 1909:

ARTICLE 1. Only good standing union men of the United Brewery Workers of America should be employed, but the members of Local Union No. 15 should always have the first privilege. New men must show a good standing membership book of the United Brewery Workers' International Union of America, except foreman and assistant foreman.

ART. 2. Saloonkeepers or those procuring employment through their influence or recommendations shall not be allowed to work.

ART. 3. In case an employee takes sick or is disabled to such an extent as would disable him from doing his work, shall as soon as he recovers from such sickness or disability be reinstated in his position he last held, providing his ailment did not last over three months. Should a member be sick longer than three months he has the right to receive employment in the same concern at any time he recovers from his sickness. Any such member must produce satisfactory evidence from the physician who attended him.

ART. 4. In the fall of the year, when work is slack and it is necessary to reduce labor, all men together, that are members of Local Union No. 15, should be laid off on one and the same day in the week; such a lay off day

can be appointed by the proprietor himself. No one can be laid off for any fraction of a day. The lay off season should not last over three months in the year, while this agreement is in force. The lay off system should be limited to three months in the year, from December 1st until March 1st. In breweries where ale and lager is manufactured in the same premises, no man should be laid off.

ART. 5. Nine hours should constitute a day's work, all the year around, for any one member of Local Union No. 15; commencement of work, 7 o'clock A. M.; Sunday work, for any one member of Local Union No. 15, should be considered overtime and paid as such. Should it become necessary to work a night gang, the rules apply to them likewise. Thanksgiving Day, Christmas, New Year's and Election day shall be considered as Sundays, without any reduction in the week's pay. July Fourth and Decoration Day shall be considered as half-holidays, without any reduction of the week's pay. Labor Day should be considered as a legal holiday, without any reduction of the day's pay. Work should be performed on said day, in two hours, from 5 to 7 A. M. If business should require it each brewery may retain one man to do the necessary labor, and shall be paid as an extra day's work, but in no case can an official of the Union be retained. Work should be performed in ten consecutive hours, with allowance of one hour for dinner. Six days should constitute a week's work.

ART. 6. Beer should be given to the employees free of charge during all working hours, but no more three minutes should be spent each time at the Sternenthurn; first beer to be given one hour after commencement of work.

ART. 7. Negligence in performing work properly, disobeying the orders of the proprietor or foreman, shall be sufficient grounds for the discharge of any employee, but the evidence of those knowing the case shall be considered, and if found just, such discharged person has no claim or assistance from the union whatever. Members discharged without sufficient cause must always be reinstated in the position they last held.

ART. 8. Each brewery employing not less than fifteen members of Local Union No. 15, is entitled to one apprentice, who must have arrived at the age of eighteen, but he cannot be over twenty years at the commencement of his apprenticeship. Before starting work he must file a written statement with the recording secretary of Local Union No. 15, which must conform to this article. The term of apprenticeship shall be two years. But no apprentice shall commence work in any brewery during the lay off season. No apprentice is allowed overtime.

ART. 9. The arbitration board should consist of three members from the joint local executive board, and three men of the Albany lager beer brewery proprietors who have signed this contract. They have the full power to settle all disputes, and, in case they disagree, each party should call on a disinterested citizen of the city of Albany, who should try to settle the difficulty if possible.

ART. 10. Wages per week: Each first man in the four different departments not less than \$21 per week; rackers and hoseman, not less than \$20; men employed at the kettle, fermenting room and cellar, not less than \$19; night watchmen, members of Local Union No. 15, \$19; men in the wash house, not less than \$17; apprentice, \$12 per week; overtime should be paid

III.284 NEW YORK STATE DEPARTMENT OF LABOR.

at fifty cents an hour, and overtime should not be taken off from the regular working hours.

When men are sent from one department to another, to perform the regular work in a lager beer brewery, the regular prevailing rate of wages of the respective department must always be paid.

ART. 11. Wages should be paid weekly and on Saturday.

ART. 12. No member of Local Union No. 15 is allowed to take the place of any other man whose work is under the jurisdiction of another local union in the brewers' trade. In case of necessity the bosses have the right to call from the insiders to help loading beer on the wagon.

ART. 13. No foreman or assistant foreman shall be allowed to do any of the hands' work.

ART. 14. The lager beer brewery proprietors of Albany hereby agree to use only union malt for producing their beer, and in every line patronize only union products and trade, as near as they can get it.

ART. 15. The lager beer brewery proprietors are agreed to use the label of the International Brewery Workmen on all their products. Breweries where not all the employees are organized, or not living up to this agreement, shall not be entitled to the label.

ART. 16. If an employee has to perform committee work in the interest of the union, no interference or discriminating of our members shall be allowed in the employment whatever.

ART. 17. This agreement shall take effect April 1, 1907, and remain in force until March 31, 1909. And if a new agreement shall be presented by either party, a notice of twenty-one days should be given, and if no new agreement shall be presented by either party, the old or previous agreement shall stand for another year.

THE HEDRICK BREWING Co., by WILLIAM HEDRICK.

CONSUMERS' ALBANY BREWING Co., by JAMES PUBCELL, *President*.

HINCKEL BREWING Co., by CHARLES A. HINCKEL, *Vice-President*.

KIRCHNER BREWING Co., by G. C. SNIPER, *President*.

BEVERWYCK BREWING Co., by JOHN HOFFMAN, *Manager*.

DOBLER BREWING Co., by GEO. C. HAWLEY, *President*.

JOSEPH HUMLER,

FREDERICK G. KAPPS,

JOHN K. O'BEIRNE,

WILLIAM UNGER,

PAUL KEMMER,

AUGUST HUEBTER,

Committee of J. L. E. B.

BREWERY WORKERS, AUBURN AND SYRACUSE.

Agreement between the Proprietors of Bottling Houses and Brewery Establishments of Syracuse, N. Y., and Auburn, N. Y., and Brewery Workers' Union, No. 11, of Syracuse, N. Y.:

Brewery Workers Union No. 11, sanctioned by the Local Trades and Labor Assembly and the International Union places the following conditions.

1. All employees of ale and lager beer breweries and bottling shops, including assistant foreman and night watchman, must be members in good standing of Local Union No. 11. When employers need help, members of

Local Union No. 11 and Auburn Branch No. 1, shall have the preference. An employee shall have the right to change his situation at any time.

2. Should an employee be unable to work on account of sickness, he shall be entitled to his former position when he regains his health.

3. All men, excepting those working at the kettle, shall work from 8 A. M. until 5 P. M. each day, except that they shall be allowed one hour at noon for dinner, which time shall constitute a day's labor and six days shall constitute a week's work. For three (3) months during the dull season in the winter five (5) working days shall constitute a week's work with five days' pay, so that during said three months all hands may lay off one day each week, which shall be fixed by the bosses. Should any work be required on that particular day, the men can be called on alternately to perform the work on that day at the common wage rates. Overtime work during above mentioned dull season shall not be allowed. No employee shall be laid off during the entire year.

4. The working hours for night watchmen are from 6 P. M. until 6 A. M. Each night watchman shall be entitled to a vacation of one week (seven days) with full pay, the vacation may be taken at one time. Night watchmen are not allowed to do any kind of brewery work.

5. The following days shall be considered legal holidays, viz.: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's. No work to be done on these days, but regular wages to be paid in full.

6. No member of a committee executing orders in the interest of the union is to suffer on account of the discharge of his duties as such.

7. No union men to be discharged without good reasons.

8. Brewery proprietors agree to use union made malt only.

9. The scale of wages to be as follows:

Employees in the wash-house	\$15 per week
Night watchman	15 per week
Employees in the fermenting room.....	17 per week
Employees in the cellar and haspulant.....	17 per week
Wash-house boss	17 per week
Overseers at the kettle, fermenting room and cellar ...	19 per week

(No matter if only one man is employed in these departments.)

First man in bottling shops, not less than..... 16 per week

All other help in bottling shops, not less than..... 14 per week

Present higher wages shall not be reduced.

All weekly overtime must be paid for at 50 cents per hour, and Sunday work at 70 cents per hour. Overseers' wages for Sunday shall be paid accordingly.

10. When ten (10) or more men are employed in a brewery, an apprentice may be engaged, providing, however, that no member of Local Union No. 11, or Auburn Branch No. 1, be out of employment, the same shall not be less than seventeen (17) or more than twenty-one (21) years of age. Wages for an apprentice shall be eleven (11) dollars per week for the first year and thirteen (13) dollars per week for the second year.

11. Wages shall be paid weekly and beer served free of cost as heretofore.

12. Each bottling firm, employing one or more inside union man, has the right to employ one boy, said boy to become a member of this union at the

III.286 NEW YORK STATE DEPARTMENT OF LABOR.

age of 18 years. No union bottler to be laid off as long as a boy is kept working.

13. Managers in bottling shops are not allowed to do work belonging to the men.

14. In case of absence of any first man, the man who takes his place shall receive the same pay as first help.

15. All these stipulations to go into effect as soon as signed, dating from May 1, 1907, and shall remain in force for twenty-three (23) months, until April 1, 1909.

Signed for the

INTERNATIONAL UNION OF UNITED BREWERY WORKMEN,

A. J. KUGLER, *Member of the International Executive Board.*

Signed for the LOCAL UNION, No. 11,

LOUIS GERST, CHARLES GOPPELT, JACOB KASTLE, *Committee.*

Endorsed by the

CENTRAL TRADES AND LABOR ASSEMBLY,

of Syracuse, N. Y. and Vicinity.

Signed for the firm,

GEORGE ZETT BREWERY, *by* GEO. ZETT, *President.*

MOORE & QUINN.

BARTELS BREWING CO., *per* J. R. CONWAY, *President.*

HABERLE-CRYSTAL SPRING BREWING CO., *by* EDWIN C. HALL,
Treasurer and General Manager.

GREENWAY BREWERY, *by* MARTIN O'MELIA, *President.*

THOMAS RYAN'S CONSUMERS' BREWING CO., *by* THOMAS RYAN,
President.

FRIEDEL & GEBHARDT.

A. V. ALTMAN & SONS.

For Auburn —

C. A. KOENIG & Co.

WILDNER & Co., *per* G. WILDNER.

INDEPENDENT BREWING CO., *by* A. J. LAUER, *Sec'y and Treas.*

BREWERY WORKERS, BUFFALO.

(a) BEER DRIVERS.

Agreement made this 1st day of March, 1907, between the M. Beck Brewing Co., Buffalo Co-operative Brewing Co., Broadway Brewing Co., Clinton Star Brewery, East Buffalo Brewing Co., German-American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., Gerhard Lang Brewery, Lake View Brewing Co., Consumers' Brewery, William Simon Brewery, A. Schreiber Brewing Co., C. Weyand Brewing Co., and the Ziegele Brewing Co., as parties of the first part, and the United Brewery Drivers, Helpers and Stablemen of Local Union No. 16, with the full endorsement of the International Union of United Brewery Workmen, as parties of the second part, except the head stableman:

SECTION 1. Only members of the Beer Drivers, Helpers and Stablemen's Local Union, No. 16, are allowed to work in the breweries' transportation department, but it is agreed that in case any one of the breweries or brewing

corporations desire to employ a man in every respect competent to perform the work to be performed by the parties of the second part, then and in that case the parties of the second part shall accept and allow such person to become a member of the union. The initiation fee not to be increased during the term of this contract, and in any such case application for membership in the union must be made before a man starts to work, and he may be kept to work until his application is finally acted upon. The employer, however, reserving the right to hire and discharge any member of the party of the second part at any time.

SEC. 2. No workman shall be employed on the recommendation of a saloon-keeper or any other person.

SEC. 3. No member shall be discharged in case of sickness if such sickness does not last longer than three months.

SEC. 4. The working hours during the summer months, May, June, July, August, September and October, shall be from 5:30 o'clock in the morning until 5 o'clock in the evening, and in the winter months, November, December, January, February, March and April, from 6:30 o'clock in the morning until 5 o'clock in the evening, including one hour and one-half for meals, such hour and one-half to be given at the option of the employef.

SEC. 5. Peddlers must finish their route by 5 o'clock P. M., as no beer will be delivered after that hour, with the exception of Saturdays, when the drivers and helpers shall work until 7 o'clock P. M. If they cannot finish their route before this time there being no overtime paid.

SEC. 6. Six days shall constitute a week's work.

SEC. 7. On Sunday and holiday mornings, the drivers shall place their horses in proper condition; other work on Sundays and holidays shall be overtime and shall be paid at the rate of his regular scale of wages. There shall be no beer delivered on Sunday by peddlers or any other employees of the breweries and there shall be no horses or wagons of the breweries used to convey the same. Stablemen must do the necessary barn work on Sundays and holidays.

SEC. 8. During the months of December, January, February and March all hands to lay off one day each week, that day to be decided by the parties of the first part, and no wages shall be paid for that day. Should any work on that particular day be required, the men employed in the brewery shall be called on alternately to do this work at the common wage rates.

SEC. 9. Thanksgiving Day, Christmas and New Year's Day are to be considered the same as Sunday. All drivers shall work later in the afternoon on the days preceding these holidays. All hands shall receive full pay for Christmas and New Year's weeks.

SEC. 10. The following weekly wages shall be paid: Peddlers with a regular route, not less than \$16; drivers, \$14.50; stablemen and helpers, not less than \$13.

SEC. 11. Each peddler, driver or helper receiving more than the above scale of wages shall continue his present scale of wages.

SEC. 12. This agreement shall take effect on the 1st day of March, 1907, and shall remain in force until the 1st day of March, 1910.

SEC. 13. If at the end of the term of this agreement a new one shall be desired by either party, a notice of sixty days shall be given before March 1,

III.288 NEW YORK STATE DEPARTMENT OF LABOR.

1910, and if no new agreement is presented within sixty days, the present agreement shall stand for the same period of time.

This agreement is signed by all the above-mentioned breweries.

Endorsed by the International Union of United Brewery Workmen
of America,

ADAM HUEBNER, *Secretary.*

Signed by Local Union No. 16,

JOSEPH SCHLAERTH, *President.*

HENRY KRANICHFELD, *Secretary.*

(b) ENGINEERS AND FIREMEN.

Agreement made this first day of March, 1907, between the M. Beck Brewing Co., Buffalo Co-operative Brewing Co., Broadway Brewing Co., Clinton-Star Brewery, East Buffalo Brewing Co., German American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., Gerhard Lang Brewery, Lake View Brewing Co., Consumers' Brewery, William Simon Brewery, A. Schreiber Brewing Co., C. Weyand Brewing Co., and the Ziegele Brewing Co., as parties of the first part, and the Brewery Engineers and Firemen's Local Union No. 4, Branch No. 7, of Buffalo, N. Y., with the full endorsement of the Executive Council of the International Union of United Brewery Workmen, as parties of the second part:

SECTION 1. Only such engineers, firemen, oilers and helpers shall be employed who are members of Local Union No. 4, Branch 7 of the International Union of the United Brewery Workmen in the above-named breweries of Buffalo, N. Y. In case of vacancies the chief engineer shall apply to Local Union No. 4, Branch No. 7. Should Local Union No. 4, Branch No. 7 not supply a satisfactory man then the employer shall have the right to engage an engineer, fireman, oiler or helper, who after working in such brewery for two weeks, must make application to join Local Union No. 4, Branch No. 7, the initiation fee not to be more than \$11, and Local Union No. 4, Branch No. 7, hereby agrees to accept such man in their union; the employer at all times reserving the right to hire and discharge any member of the second part at any time.

SEC. 2. All members who through sickness cannot perform their work, shall after recovery receive their former positions at the option of the employer.

SEC. 3. Fifty-six hours shall constitute a week's work for engineers, the wages not to be less than \$20 per week, to be paid weekly; it is expressly understood that the engineer in connection with his other duties, must also do firing if requested to do so.

SEC. 4. Fifty-six hours shall constitute a week's work for firemen, the wages not to be less than \$16 per week, to be paid weekly.

SEC. 5. Should oilers and helpers work six days or forty-eight hours a week, they should receive at the rate of \$12 per week; should they work seven days or fifty-six hours per week, they shall receive at the rate of \$14 per week.

SEC. 6. Seven days shall constitute a week's work for engineers and firemen.

SEC. 7. All work pertaining to steam and power of breweries shall be

under the supervision of the chief engineer. Should anything occur, prior to a shift of men, such as breakdown of machinery or any other mishap, or for any other cause in any of the breweries, the chief engineer shall have the right to have the engineer who is competent and familiar with the running of such engine or machinery, remain until such machinery is placed in proper condition without extra pay.

SEC. 8. This agreement shall be for three years commencing March 1, 1907, and ending March 1, 1910.

SEC. 9. If at the end of the term of this agreement a new one shall be desired by either party, a notice of sixty days shall be given before March 1, 1910, and if no agreement is presented within sixty days, the present agreement shall stand for the same period of time.

Indorsed by International Union of United Brewery Workmen,
ADAM HUEBNER, *Secretary*.

Signed by Local Union No. 4, Branch No. 7,
ALOIS LEUTENEGGER, *President*.
FRITZ RENZ, *Secretary*.

(c) LAGER BEER BREWERS.

Agreement made this 1st day of March, 1907, between the M. Beck Brewing Co., Buffalo Co-operative Brewing Co., Clinton-Star Brewery, Broadway Brewing Co., East Buffalo Brewing Co., German-American Brewing Co., Germania Brewing Co., International Brewing Co., Iroquois Brewing Co., G. Lang Brewery, Lake View Brewing Co., William Simon Brewery, Consumers' Brewery, A. Schreiber Brewing Co., C. Weyand Brewing Co., and the Ziegele Brewing Co., as parties of the first part, and Local Union No. 4 of the International Union of United Brewery Workmen, as parties of the second part:

SECTION 1. Members of Local Union No. 4 of the International Union of United Brewery Workmen only are allowed to do work in the brewery plants, giving, however, the coopers employed by the parties of the first part the right to do pitching and to drive on hoops in case of emergency. Foremen and assistant foremen need not belong to the union.

SEC. 2. The employer, however, reserving the right to hire and discharge any member of the second part at any time.

SEC. 3. The secretary of Local No. 4 of the International Union of United Brewery Workmen of America has to keep a list of all unemployed members of said union, and in case any one party of the first part is in need of a man, such man to be selected from said list by the party of the first part and the secretary of Local Union No. 4 also notify the parties of the first part of the location of the office of Local Union No. 4.

SEC. 4. Nine (9) consecutive hours, interrupted only by one hour for dinner, and including fifteen minutes for lunch in the forenoon, shall constitute a day's work, the working hours to be from 7 o'clock A. M. to 5 o'clock P. M., with the exception of the men at the kettles. Necessary work on Sundays and other overtime work shall be paid at the rate of fifty cents per hour, and shall be paid in cash.

SEC. 5. The following wages are to be paid: All men in the wash-house

III.290 NEW YORK STATE DEPARTMENT OF LABOR.

and the pitchyard not less than \$16.50 per week; all men at the kettles, in the fermenting room and cellar not less than \$18 per week. Apprentices, first year, not less than \$9 per week; second year, not less than \$10 per week; third year, not less than \$12 per week. All wages are to be paid weekly. All men receiving higher wages than those stipulated above shall suffer no reduction in their pay.

SEC. 6. Each brewery is entitled to one apprentice to every fifteen members of Local Union No. 4 employed there. Breweries that employ less than fifteen men may also have one apprentice. An apprentice when entering upon his apprenticeship, shall not be under sixteen nor over twenty-one years old. He has to learn all branches of the trade in three years.

SEC. 7. During the months of December, January, February and March all hands to lay off one day each week, that day to be decided on by the parties of the first part, and no wages to be paid for that day. Should any work be required on that particular day, the men employed in the brewery shall be called upon to do this alternately at the common wage rates.

SEC. 8. Nobody is to be engaged on recommendation of a saloon keeper or any other person. Business men are not allowed to work in breweries.

SEC. 9. No member of Local Union No. 4 shall be discharged for serving on a committee in the interest of said union.

SEC. 10. Labor Day, Christmas and New Year's Day are to be considered holidays; no work to be done on these days and no deduction in wages to be made. All necessary work to be paid at the common wage rates.

SEC. 11. This agreement is to be in force from March 1, 1907, and remain in force until March 1, 1910.

SEC. 12. If at the end of the term of this agreement a new one shall be desired by either party, a notice of sixty days shall be given before March 1, 1910, and if no new agreement is presented within said sixty days, the present agreement shall stand for the same period of time.

Endorsed by International Union of United Brewery Workmen,

ADAM HUEBNER, *Secretary.*

Signed by Local Union No. 4,

JOS. RUBENBAUER, *President.*

FRITZ RENZ, *Secretary.*

M. BECK BREWING CO., SIMON SEIBERT, *Manager.*

BUFFALO CO-OPERATIVE BREWING CO., JOHN HONECKER, *Manager.*

BROADWAY BREWING CO., JULIUS BINZ, *President.*

CLINTON-STAR BREWERY, JOHN L. SCHWARTZ, *President.*

EAST BUFFALO BREWING CO., HENRY W. BRENDL, *President.*

GERMAN-AMERICAN BREWING CO., C. A. STRANGMANN.

GERMANIA BREWING CO., CONRAD HAMMER, JR., *Secretary-Treasurer.*

INTERNATIONAL BREWING CO., JOHN A. MILLER, *President.*

IROQUOIS BREWING CO., L. BURGWEGER.

GERHARD LANG BREWERY, J. G. LANG, *Vice-President.*

LAKE VIEW BREWING CO., PHILIP G. SCHAEFER, *President.*

CONSUMERS' BREWERY, C. A. STRANGMANN, *President.*

WILLIAM SIMON BREWERY, WILLIAM SIMON.

A. SCHREIBER BREWING CO., A. SCHREIBER, *President.*

C. WEYAND BREWING CO., W. W. WEIGEL, *Secretary.*

ZIEGELE BREWING CO., GEO. C. GINTHER, *Manager.*

BREWERY WORKERS, DUNKIRK.

Agreement, made this 30th day of May, 1907, between the City Brewery of Dunkirk, N. Y., and the Branch No. 1, of Dunkirk, N. Y., parties of Local Union No. 16, of Buffalo, N. Y.:

SECTION 1. Only members of Branch No. 1, party of Local Union No. 16, shall be employed in the city brewery, beer bottling works and transportation department.

SEC. 2. Nine (9) consecutive hours, interrupted only by one hour for dinner, and including fifteen minutes for lunch in the forenoon, shall constitute a day's work.

Necessary work on Sunday, and all other overtime work shall be paid at the rate of fifty (50) cents per hour, and shall be paid in cash.

SEC. 3. The following wages are to be paid: All men in wash house and pitch yard if to do cellar work, not less than \$16.50 per week; beer drivers on keg wagons, not less than \$16 per week; bottle beer peddlers, not less than \$14.50 per week; all men at the kettles, in the fermenting room and cellar, not less than \$18 per week; first cellar man, not less than \$18 per week; beer bottlers, not less than \$13 per week; helpers in bottling works, not less than \$9 per week.

Two boys shall be allowed in each bottling works from May 1st until October 1st. All men receiving higher wages than these stipulated above shall suffer no reduction of their pay.

SEC. 4. During the months of January, February and March all men lay off one day in every week. The particular day to be named by the brewery and no wages to be paid for that day.

SEC. 5. Any member can be discharged if he is guilty of the following: Drunkenness, negligence while at his work, dishonesty, disregard for the boss or foreman.

SEC. 6. No member of Branch 1 of Local Union No. 16 shall be dismissed on account of his working in the interest of said union.

SEC. 7. Nobody is to be engaged on the recommendation of a saloon-keeper or any other person. Business men are not allowed to work in breweries.

SEC. 8. The label of the International Union of the United Brewery Workmen can be used until this contract expires.

SEC. 9. Any suspended or expelled member of the above-mentioned union shall not be allowed to do any work in the brewery, bottling works, or transportation department as soon as the firm is notified.

SEC. 10. On Sunday morning the drivers and helpers shall place their horses in proper condition. Stablemen shall do the necessary work on Sunday. Any other work, or during the week day after working hours, shall be considered as overtime.

SEC. 11. Beer shall be given free during working hours.

SEC. 12. This agreement shall take effect June 1, 1907, and remain in force until June 1, 1910.

BREWERY WORKERS, HORNELL.

An agreement made between Branch No. 5, Hornellsville, N. Y., and Local Union No. 4, of Buffalo, N. Y., International Union of United Brewery Workmen of America, as party of the first part, and the Schwarzenbach Brewing Company, of Hornellsville, N. Y., as party of the second part:

SECTION 1. Only members in good standing of Branch No. 5, Local No. 4, shall be employed in all departments of said brewery.

SEC. 2. Nine (9) hours, including fifteen minutes for lunch in the forenoon, shall constitute a day's work for brewers, helpers, stablemen and bottlers, and twelve (12) hours for engineers and firemen. All overtime exceeding the regular hours to be paid for at the rate of fifty cents per hour for inside brewery workmen, all others at regular rate of pay, and shall be paid in cash. The working hours to be from 7 o'clock A. M. to 5 o'clock P. M., with the exception of the men at the kettles.

SEC. 3. Brewers, bottlers, drivers and helpers to work six days per week. Engineers and firemen to work seven days. Stablemen to do the necessary work on Sundays.

SEC. 4. All wages shall be paid weekly, at the following rates, to wit: All men in fermenting room and cellar, not less than \$18 per week; men at kettle, not less than \$18 per week; all other men in the wash house, not less than \$16.50 per week; cooper, not less than \$17 per week; beer drivers (keg beer drivers), not less than \$16 per week; beer drivers (bottle beer drivers), not less than \$14 per week; stablemen and helpers, not less than \$12 per week; bottlers and all others not mentioned in this schedule, not less than \$12 per week; first engineer, not less than \$20 per week; second engineer, not less than \$17 per week. Men who receive more wages at present time than above stipulated shall suffer no reduction of their pay.

SEC. 5. When business becomes dull, all men may be laid off one day each week, without exception.

SEC. 6. Any suspended or expelled member of the above-mentioned branch shall not be allowed to do any work belonging to said brewing company, as soon as the firm is notified.

SEC. 7. The label of the International Brewery Workmen shall be used until this contract expires.

SEC. 8. On Sundays, drivers shall place their horses in proper condition; any other work on Sunday or during any week days, after regular working hours, shall be overtime. On Saturday, drivers shall finish their routes without overtime being paid for.

SEC. 9. Labor Day, Christmas Day and New Year's Day are to be considered holidays, no work to be done on these days and no reduction of wages to be made. Necessary work shall be paid at overtime rates.

SEC. 10. This agreement shall take effect June 1, 1907, and continue in force until June 1, 1910.

BREWERY WORKERS, JAMESTOWN.

(a) BOTTLERS.

Agreement made this 1st day of May, 1907, between the Jamestown Bottling Company, of Jamestown, N. Y., as parties of the first part, and Local Union No. 238 of the United Brewery Workmen, with the full endorsement of the Executive Board of the International Union of the United Brewery Workmen of America, as parties of the second part:

SECTION 1. Only members of Local Union No. 238 as parties of the second part, are allowed to work in the bottling works as described in this contract. If there are not sufficient union men to perform the required work, the foreman shall be allowed to employ day laborers after first giving the secretary one day's notice to supply union men.

SEC. 2. During the dull season in the months of December, January and February the regular men shall lay off in rotation, but not more than one day in one week. The first man is excepted. It shall be understood, however, that no member of this union shall be laid off as long as a day laborer is employed.

SEC. 3. If a man is expelled from the union for a sufficient cause, he shall be discharged by the firm at once.

SEC. 4. Sickness shall be no cause for discharge, provided said sickness does not last longer than three months, and the man must receive his former position.

SEC. 5. Labor Day and Christmas Day shall be considered as holidays; no work shall be done on these days and no deduction from the wages shall be made. Necessary work must be done at the rate of regular time and time and one-half.

SEC. 6. Nine consecutive hours, interrupted by one hour for dinner at noon and including fifteen minutes for lunch in the forenoon, shall constitute a day's work. All work shall commence at 7:30 o'clock A. M. and cease at 5:30 o'clock P. M.

SEC. 7. Wages shall be paid weekly.

SEC. 8. Bottlers shall receive not less than twelve dollars (\$12) per week. All other union employees not less than ten dollars (\$10) per week.

SEC. 9. The working day of the helpers, stablemen and beer drivers shall consist of nine hours except Saturdays, when the drivers shall work until 9 o'clock P. M., interrupted by one hour for supper without extra pay. The drivers are also expected to clean their horses and harnesses on Sunday morning. Drivers receive thirteen dollars (\$13) per week. The hours are as follows: 7:30 o'clock A. M. to 5:30 o'clock P. M., except Saturdays, when they shall work from 7:30 o'clock A. M. to 9 o'clock P. M.

SEC. 10. Employees receiving higher wages than specified in this contract, shall not have their wages reduced.

SEC. 11. No man shall be engaged upon the recommendation of a saloon keeper or any other business man.

SEC. 12. One apprentice is allowed for every twenty men or less, who shall serve two (2) years.

SEC. 13. For necessary work on Sundays and overtime all employees shall receive time and one-half in cash.

III.294 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 14. No workman shall be discriminated against or discharged for working in the interest of the union, but the employer shall be notified as to how long the employee will be absent but he shall, however, receive no pay for the time so spent.

SEC. 15. Any member can be discharged if he is guilty of either neglect of duty or dishonesty.

SEC. 16. No labelling boys shall do bottling work.

SEC. 17. This agreement to take effect and remain in force two (2) years from the date it is signed.

Dated. May 1, 1907.

(b) LAGER BEER BREWERS.

Agreement made this 1st day of March, 1907, between the Jamestown Brewing Company, of Jamestown, N. Y., as parties of the first part, and Local Union No. 238 of the United Brewery Workmen, with the full endorsement of the Executive Board of the International Union of the United Brewery Workmen of America, as parties of the second part:

SECTION 1. Only members of Local Union No. 238 of the United Brewery Workmen, as parties of the second part, are allowed to do work in the breweries as decided in this contract.

SEC. 2. The members of the second part agree to do all work in the following lines: Every kind of work in the brew house, fermenting room cellar, wash house and pitch yard, whitewashing inside the brewery and handling all articles necessary to the manufacture of ale and lager beer; during the dull season, in the months of December, January and February the regular men shall lay off in rotation, but not more than one day in any week. It shall be understood, however, that no member of this union be laid off as long as a day laborer is employed.

SEC. 3. Nine consecutive hours, interrupted by one hour for dinner at noon, and including fifteen minutes for lunch in the forenoon, shall constitute a day's work. All work shall commence at 7 o'clock A. M. and cease at 5 o'clock P. M., with the exception of men at the kettle.

SEC. 4. The wages shall be paid as follows: Men in the wash house not less than \$14 per week; men at the kettles, in the fermenting room and in the cellar not less than \$16 per week; first man at the kettle in the fermenting room and in the cellar not less than \$17 per week; the wash house boss not less than \$15 per week.

SEC. 5. Engineers and firemen do all work, which is usually done by the engineer and firemen in the brewery and shall be done as heretofore.

SEC. 6. The engineer and fireman shall work twelve hours per day. The wages of the first (or day engineer) shall be not less than \$19 per week from the first of April until the first of October and during the remaining six months shall receive \$17 per week. The wages of the night engineer shall not be less than \$17 per week from the first of April until the first of October, and during the remaining six months he shall receive \$15 per week.

SEC. 7. The working day of the stablemen, helpers and beer drivers shall consist of nine hours interrupted by one hour for dinner. The drivers are also expected to clean their horses and harnesses on Sunday morning. Drivers shall receive not less than \$14 per week. Stablemen and helpers not less than \$12 per week.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.295

SEC. 8. Employees receiving higher wages than specified in this contract shall not have their wages reduced.

SEC. 9. A brewery is entitled to an apprentice to every twenty men or less employed.

SEC. 10. No man shall be engaged upon the recommendation of a saloon-keeper or other business man.

SEC. 11. No man shall be discharged for working in the interest of Local Union No. 238.

SEC. 12. Labor Day and Christmas Day shall be considered as holidays; no work to be done on these days and no deduction shall be made in the wages. Necessary work must be done at the rate of regular time and time and one-half.

SEC. 13. Wages shall be paid weekly.

SEC. 14. For the necessary work on Sundays and overtime all employees shall receive time and one-half in cash.

SEC. 15. Sickness shall be no cause for discharge, providing said sickness does not last longer than three months.

SEC. 16. If a man is expelled from the union for sufficient cause he shall be discharged by the firm at once.

SEC. 17. This agreement to be in force two years from the first day of March, 1907, to the first day of March, 1909.

Endorsed by the International Executive Board, United Brewery Workmen of America, Cincinnati, O., February 7, 1907.

LOUIS KEMPER,
International Secretary.

BREWERY WORKERS, ROCHESTER.

[Joint agreement covering all branches.]

Agreement between the American Brewing Co., Bartholomay Brewing Co., Flower City Brewing Co., Genesee Brewing Co., Hathaway and Gordon Brewing Co., Monroe Brewing Co., and the Standard Brewing Co., of the city of Rochester, N. Y., of the first part, and comprising the Brewers' Exchange of said city, hereinafter called the Employer, and Local Unions Nos. 74 and 156 of the United Brewery Workmen of America, Local Union No. 24 of the Coopers' International Union of North America, Local Union No. 37 of the International Brotherhood of Stationary Firemen, and Local Union No. 71 of the International Union of Steam Engineers, party of the second part, hereinafter called the Union:

WITNESSETH: That in consideration of the mutual covenants hereinafter set out, the parties hereto covenant and agree as follows:

QUALIFICATIONS.

The employer hereby agrees that only members of the union shall be employed to do work in the brewery plants.

FURNISHING MEN.

The employer shall request, and the union agrees to furnish, satisfactory men to fill vacancies. In case no union member is available for the position, the employer shall have the right to engage a non-union man, who may work in the position until the next stated meeting of the union, when the union

III.296 NEW YORK STATE DEPARTMENT OF LABOR.

shall admit such non-union man to membership in the union, provided there is nothing against his character.

RECOMMENDATIONS.

Recommendations by customers of the employer shall not be considered in the employment of any man.

DISCHARGE.

Members of the union shall not be discharged by the brewmaster or foreman without good reasons, and not finally discharged until a representative of the union shall have had time to investigate. The employee shall be entitled to a hearing before the manager of the brewery, if he so desires. The decision of such manager shall be final.

SICKNESS.

In case of sickness, every man shall be entitled to his former position upon recovery, provided his illness does not last longer than six months.

DULLNESS IN BUSINESS.

During the months of December, January, February and March, all employees may be laid off one day each week, that day to be designated by the employer; no wages to be paid for that day. Should any work be required, men in the brewery shall be called upon alternately to do such work at regular wage rates.

This shall not limit the right of the employer to lay off men in case of dullness in business, the last man on, the first man off.

EXCEPTIONAL DUTIES.

No man in one department shall be called upon to perform duties in any other department, excepting in cases of necessity.

UNION VISITS.

The secretary or any properly authorized representative of the union shall have the right to visit any workman in the brewery during working hours, but before doing so shall notify the employer or office to that effect. Such visits shall be made during the noon hour when possible.

APPRENTICES.

One apprentice shall be allowed for each twenty men; he shall not be less than eighteen and no more than twenty years of age. The term of apprenticeship shall be two years; during such term thorough instruction shall be given in all branches of the trade and he shall become a member of the union at the expiration of his apprenticeship. The wages of apprentices for the first year shall be at the discretion of the employer, but not less than nine (\$9) dollars per week, but for the remaining year of the term shall not be less than ten (\$10) dollars per week. Apprentices shall be bound by all the other conditions of this agreement.

HOLIDAYS.

Labor Day shall be considered a full holiday for inside men only in the brewery plants, no work to be done on that day, but wages to be paid in full. Christmas Day shall be considered a full holiday for peddlers, teamsters and expressmen and barnmen in lieu of Labor Day, no work to be done on that day, wages to be paid in full.

Election Day work shall be done for one-half day only, wages to be paid in full.

New Year's, Decoration Day, Fourth of July, Thanksgiving Day, Labor Day and Christmas Day, except as herein provided, shall be considered holidays; if any work is done on these days, double time shall be paid, if no work is done no pay shall be received. The necessary feeding and cleaning of horses shall be done upon holidays the same as Sundays.

LABOR CONDITIONS.

The hours for beginning and stopping work shall be regulated by the employer, but may be modified as shown under "Working Hours, Wages and Labor Conditions."

WORKING HOURS, WAGES AND LABOR CONDITIONS.

BREWERY DEPARTMENT AND BOTTLING HOUSE.

The hours of labor, where possible, shall not begin earlier than 7 A. M., in which case no lunch time shall be allowed in the forenoon.

Each work day shall consist of nine consecutive hours, interrupted by one hour for dinner. The nine hours to be arranged as the brewmaster desires, in kettle room, fermenting room, cellars and pitch yard.

WAGES.

Wages shall be paid per week of six consecutive working days weekly, as follows: First man at the kettle, in fermenting room, cellar and wash house, nineteen dollars and fifty cents (\$19.50) per week. All other men at the kettle, in fermenting room, cellar and racking room, seventeen dollars (\$17) per week. All other men in the wash house, ice manufacturing, fifteen dollars and fifty cents (\$15.50) per week. Schrottmiller and elevator man, sixteen dollars (\$16) per week. Maltsters, seventeen dollars (\$17) per week, with one day off each month without reduction of pay. Night watchman, fifteen dollars and fifty cents (\$15.50) per week. All men in bottling department, twelve dollars (\$12) per week.

Each firm employing one man in bottling department shall be entitled to one boy, and one boy additional for every two additional men therein employed.

Overtime to be paid for at the rate of time and half time, and not to be taken out by time allowance at any other time.

Any fractional part of this time shall be paid pro rata at the above wages.

Any man taking temporarily the place of another for a time exceeding one day shall receive the pay of same during such incumbency, but such pay shall not be less than he is regularly receiving.

Overtime and Sunday time shall be performed in cases of necessity only, and shall be paid for at the rate of time and half time.

In all cases it must be paid for and shall not be taken out by time allowance at any other time.

The kettleman shall not be displaced during his time of lay off by a man from any other department of the brewery, unless he is a competent kettleman.

III.298 NEW YORK STATE DEPARTMENT OF LABOR.

The employer may use the label of the International Union of Brewery Workmen of America.

Repairs of the brewery shall be done by members of the American Federation of Labor only.

DRIVERS AND SHIPPING.

Peddlers, helpers, freight teamsters, expressmen and bottle beer peddlers shall work nine hours per day only, interrupted by one hour for dinner; provided, however, that from May 1st to October 31st of each year hereunder (both dates inclusive) teamsters, peddlers and helpers are to have their teams ready to start work at 7 A. M. and work until 5 P. M., and during the balance of the year (during the term of this agreement) they shall have their teams ready to start work at 7.30 A. M. and work until 5 P. M. Peddlers and helpers to finish their regular routes. Peddlers and helpers, if unable to finish their regular routes upon the eve of a holiday, will receive overtime for all work done after 5 P. M. at the rate of time and one-half. Peddlers, helpers, teamsters and expressmen shall at all times clean their wagons, horses and harnesses, and keep them in proper condition.

Where no barnmen are employed, the peddlers and helpers to do the barn work at all times.

Bottle peddlers shall not be required to do barn work.

No work shall be performed on Sunday that can be attended to on week days. Stable men to use the absolutely necessary time to the necessary feeding of horses and the necessary cleaning in the morning and in the evening in the stable.

The rate of pay shall be therefor per week of six consecutive working days, as follows: Peddlers, eighteen dollars (\$18); helpers, teamsters and expressmen, fifteen dollars (\$15); bottle beer peddlers, sixteen dollars (\$16); three-horse drivers, seventeen dollars (\$17); stablemen, sixteen dollars (\$16).

No barnmen shall deliver beer, except in case of urgent necessity.

ENGINEERS.

Eight hours shall constitute a day's work in this department, and seven days a week's work.

Engineers shall be paid nineteen dollars and fifty cents (\$19.50) per week. All overtime to be paid for at the rate of time and half time. No present wages to be reduced.

FIREMEN.

Eight hours shall constitute a day's work in this department. The rate of pay therefor for a week of seven consecutive working days shall be as follows: During the months of April, May, June, July, August, September, October and November they shall receive sixteen dollars and fifty cents (\$16.50) per week, and during the months of December, January, February and March they shall receive sixteen dollars (\$16) per week.

Oilers and helpers to receive the same pay as firemen.

Any fractional part of the above time shall be paid pro rata at the foregoing wages.

On Sunday no other work shall be done in the boiler room than the proper attention to the fires, the boilers and machinery connected therewith, except in case of necessity.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.299

During the dull season when firemen may be laid off, the men shall be laid off in their turn, the last man on, the first laid off.

Overtime shall be paid for at the rate of time and half time.

COOPERS.

For coopers, nine hours shall constitute a day's work. And eight hours shall constitute a day's work on Saturday.

Wages shall be seventeen dollars (\$17) per week.

No present wages to be reduced. This shall apply to all trades.

TERM, CHANGE OR TERMINATION.

This agreement shall be in force for the term of two years from the date thereof, and shall take effect from April 1, 1907, and remain in force until April 1, 1909, and if neither party notifies the other in writing at least thirty days prior to its expiration of intention to make changes therein or terminate the same, it shall continue in force for another year, and so on from year to year, until notice as above has been given.

IN WITNESS WHEREOF, the parties hereto have subscribed these presents this sixth day of April, A. D. one thousand nine hundred and seven.

Brewers' Exchange of Rochester, New York, the employer, by

JOHN BRADLEY, *President.*

JAMES MALLEY, *Secretary.*

ENRIGHT BREWING Co., by

JAMES KELLY, *Manager.*

Local Unions Nos. 74 and 156 of The United Brewery Workmen of America, and Local Union No. 24 of The Coopers' International Union of North America, Local Union No. 37 of The International Brotherhood of Stationary Firemen and Local Union No. 71 of The International Union of Steam Engineers, the union, by

CHARLES FRIEDRICH, L. U. 74.

JOHN S. SCHULER, L. U. 156.

DAVID LANG, JR., L. U. 24.

W. A. MORROW, L. U. 37.

GEO. E. STREEVING, L. U. 71.

BREWERY WORKERS (DRIVERS), SYRACUSE.

[For Syracuse brewers' agreement, see Auburn, above.]

Agreement between Haberle, Crystal Spring, Bartels', George Zett's, Thomas Ryan's, Greenway's and Moore & Quinn's Breweries and Brewery Agents, Syracuse and vicinity, and Beer Drivers' Union, No. 49, Syracuse, N. Y.:

1. That only members of Beer Drivers' Union be employed in doing all work connected with a brewery.

2. No saloon keeper or workman recommended by a saloon keeper shall be employed. Employer, however, may employ any union man in possession of a card from the union.

3. Should a workman be expelled from the union for violating its constitution or by-laws, no arbitration is to be made.

4. Should a workman or driver be prevented from work on account of sickness, he shall be entitled to resume his position after recovery.

III.300 NEW YORK STATE DEPARTMENT OF LABOR.

5. To prevent the wholesale discharge of workmen, the employers shall make arrangements with them that they shall lay off alternately, one week at a time.

6. A workman or driver shall be at liberty to live and board where he chooses, and the enjoyment of such privileges shall not be considered as sufficient cause to influence either the employment or discharge of the workman or driver. This is to apply to those now at work, as well as those hereafter to be employed.

7. It shall not be detrimental to the interests of any workman, or driver who may have served on any committee or mission in the interest of or by direction of the union.

8. Two weeks' notice shall be given a workman or driver if he is to be discharged, and the same shall be given to the employer if the man is going to leave. No union man is to be discharged without good reason. No members to work inside the brewery.

WORKING HOURS.

Six working days of ten hours each, from 6 A. M. to 5 P. M., shall constitute a week, and if required to work on Sunday, double pay to be received. If required to work after 5 o'clock double pay to be received for it.

WAGES.

1. The wages to be paid on and after May 1, 1907, are to be as follows: Peddlers shall receive \$17 per week; bottle peddlers, \$15 per week; shipping teamsters, \$16 per week; helpers and teamsters, \$15 per week; first stableman, \$16 per week; second stableman, \$14 per week. Barnmen that have to take care of fifteen horses or more shall have a helper. No reduction to be made in the wages of any man now receiving more than called for by this contract. If a vacancy occurs for a promotion, the members of the union shall be entitled to the position if they are capable of filling it, in each and every brewery.

2. The drivers shall receive peddlers' wages when required to do peddlers' work.

3. Beer shall be furnished to workmen, as heretofore, free; also to the workmen on Sunday.

4. If not required to work on a legal holiday no reduction of pay to be made. No work to be done on the following named holidays: New Year's, Thanksgiving and Christmas, unless they fall on Monday or Saturday. This applies to all peddlers, helpers and shippers (with the exception of the man whose turn it is to stay on). Shippers are exempt from staying on holidays. Helpers to be furnished to all peddlers on previous day and no deduction of pay to be made for the same. On all other holidays helpers to be furnished peddlers. All peddlers selling seventy-five barrels per week shall be furnished a helper.

5. The scale of wages to remain in force for two years and payable weekly.

6. Barn men required to do their barn work only. Barn men have no jurisdiction over peddlers and drivers.

7. No carry-all or sleighride parties to be taken out by union men after working hours. One whole day to be set aside between the first of June and the first of September for the annual outing with no reduction of pay.

ARBITRATION.

In order to overcome any unforeseen difficulties that may arise between workmen and employers, and to settle the same in an amicable way, an arbitration committee shall be appointed, to consist of two brewers and two members of the beer drivers' union, who shall decide such cases. Such arbitration to be made within ten days. Should they be unable to agree, they shall select a fifth member who shall be a disinterested party, the findings of such party to be final. This agreement to remain in force from the first day of May, 1907, to the first day of April, 1909.

BREWERY WORKERS, TROY.

(a) ALE AND PORTER WORKERS.

Agreement between the Ale and Porter Workers, Drivers and Peddlers of Lager Beer Wagons Local No. 34, of the National Brewery Workers' Union, and the Ale and Lager Beer Brewery Proprietors of the city of Troy and vicinity:

ARTICLE 1. None but members of Local Union No. 34 shall be employed.

ART. 2. Nine hours shall constitute a day's work, between the hours of 7 A. M. and 5 P. M., for the whole year. All overtime shall be paid for at the rate of fifty cents per hour.

ART. 3. All drivers shall clean the horses in their charge every morning, including every Sunday, but shall not be asked to perform any other work on Sunday, and that will not be considered as overtime. All drivers must be in the barn at 6 A. M. week days, Sundays before 9 A. M.

ART. 4. Each workman shall have the right to board or live wherever he chooses, and no help shall be hired on the recommendation of a customer or saloon keeper.

ART. 5. *Wage scale.*—All men working in the different breweries shall receive an increase of \$1 per week above the present scale.

ART. 6. No teamster shall be asked to deliver ale or porter in hogsheads to saloons or customers alone, and no bookman or collector shall take the place of a teamster. The working force of each wagon, drawn by a team, shall consist of two union men of Local No. 34.

ART. 7. Employees shall be discharged for such causes only as drunkenness, negligence, dishonesty and disobedience to employer.

ART. 8. Service done by employees in the interest of and for the benefit of the union shall not be cause for discrimination or discharge.

ART. 9. Extra help employed during the busy season must be members of Local Union No. 34, and shall be entitled to temporary employment only.

ART. 10. The lager beer, ale and porter brewers of Troy and vicinity are requested to use the label of the National Brewery Workmen of America on all their products.

ART. 11. When difficulties arise they shall be settled by a board of arbitration, composed of three members of the joint local executive board and a like committee of the employing brewers.

ART. 12. This agreement shall take effect June 1, 1907, and remain in force until May 31, 1908, and continue if satisfactory from year to year, unless thirty days' notice shall be given by either employer or employees, before the expiration of the agreement in each year.

III.302 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 13. The following days shall be considered as Sundays: Fourth of July, Labor Day, Christmas, New Year's — with compensation for the same as according to article 5.

Signed:

PARTICK MALONEY, *Chairman*,
EDWARD MARQUET,
JOHN HINCKEL,
PATRICK KANE,
MORRIS HAYES,
JOHN CONNERS,
EDWARD ROCK,
T. HORAN,
JOHN LANCLODC,
Committee.

(b) LAGER BEER BREWERS.

Agreement between the Brewers' Union No. 13 and the Lager Beer Brewery Proprietors of the city of Troy, N. Y.:

SECTION 1. Only good standing members of the International Union of United Brewery Workmen of America can work in the lager beer breweries of Troy, but have to become members of Local Union No. 13; should members of Local Union No. 13 be out of work, they must have the preference.

SEC. 2. No workman who is recommended by a saloon keeper or is one himself, shall be employed.

SEC. 3. In case of sickness the workman shall receive his former position after recovery if the sickness is not over three months' duration.

SEC. 4. When business is slack and it is necessary to lay off help, each and every workman shall be laid off on the same day one day in the week, and no new help can be employed during this period, if help is required on this day it shall be the employees' duty to go to work when called upon.

SEC. 5. During working hours, men shall get their beer free of charge.

SEC. 6. The causes for discharge shall be as follows: The neglect of work, drunkenness, dishonesty, disregard of employer or foreman. Testimonials of the fellow workers in such cases will be taken into the hands of a committee appointed by the Local Union, No. 13; if this committee shall not come to a settlement the case will be given to the arbitration board, consisting of three members of the joint board and three lager beer brewery proprietors of Troy. This board of arbitration shall have the power to settle all unforeseen difficulties; in case of a disagreement, the arbitrators shall elect one impartial man of Troy, who shall settle the matter.

SEC. 7. No more than one apprentice shall be employed in any brewery, he shall not be under eighteen years of age; he shall report to the secretary of Local Union No. 13 at the beginning of his apprenticeship; he shall work two years, that is six months in each department, and shall be under the jurisdiction of the Local Union, No. 13.

SEC. 8. Wages shall be paid every week on Saturday.

SEC. 9. The weekly hours shall be nine (9) hours per day during the whole year and shall be worked in ten consecutive hours, including one hour for dinner. Work on Sunday shall be counted as overtime and paid for as such. Christmas, New Year's, Labor Day, and Fourth of July, shall be counted as

holidays, and paid for within the scale of weekly wages. Should Christmas and New Year's fall on a Sunday, the following Monday shall be a holiday, included in weekly wages.

SEC. 10. Wages shall be as follows: Men in kettle, cellar and fermenting departments, \$20 per week; wash house, \$18 per week; overwork shall be paid at the rate of fifty cents per hour. Apprentices shall receive \$12 during the first and second year of their apprenticeship.

SEC. 11. This agreement shall go into effect April 1, 1907, and remain in force until March 31, 1910, and if no agreement is presented by said time, so stated, the old or previous agreement shall stand. In any case both parties agree to announce their decision for a dissolution of this section twenty-one days previous to the date of expiration.

SEC. 12. The proprietors of the lager beer breweries of Troy, N. Y., hereby agree to use strictly union-made goods in the production of their beer, as long as it is possible to secure them, and use the union label of the International Brewery Workmen of the United States on all their productions.

SEC. 13. No employee shall be discriminated against for serving on committees in the interest of the union or for upholding his union principles of the International Union of United Brewery Workmen.

[L. S.] ALBERT WOLF, *President.*

LEO SCHULZ, *Secretary.*

Local Union No. 13.

Signatures of the Lager Beer Brewery Proprietors of Troy, N. Y.:

THE JOHN STANTON BREWING & MALTING CO.,

WILLIAM A. STANTON, *Manager.*

THE STOLL BREWING CO.,

FREDERICK A. STOLL, *Treasurer.*

THE RUSCHER CO.,

FITZGERALD BROS. BREWING CO.,

THOMAS FITZGERALD, *Secretary.*

QUANDT BREWING CO.,

P. HERRICK, *Secretary.*

THE ISENGART BREWING CO.,

P. J. FITZGERALD, *Treasurer.*

[L. S.] Endorsed by the International Executive Board, Cincinnati, Ohio,
February 22, 1907,

LOUIS KEMPER, *International Secretary.*

[L. S.] Signed Joint Executive Board of Albany and Troy,

J. FITZGERALD, *President*, L. F. THULL, *Secretary.*

[L. S.] Central Federation of Labor, Troy,

JOHN J. CORNELL, *President*, TH. J. PURCELL, *Secretary.*

[L. S.] Approved by Label League,

J. A. SCHULTZ, *President*, J. J. CORNELL, *Secretary.*

III.304 NEW YORK STATE DEPARTMENT OF LABOR.

BREWERY WORKERS, UTICA.

[Reported by union as signed by eight employers.]

The International Union of Brewery Workers, Local No. 54, do hereby make the following agreements with the Brewery Employers of Utica and vicinity:

1. All employees regularly employed in breweries must be members of the Brewery Workman's Union, or their respective organizations, except superintendents, bookkeepers or agents.

2. When vacancies occur, only members of the union are to be engaged, if such are to be obtained. Should an employee be unable to work on account of sickness, he shall be entitled to his former position when he has regained his health. The scarcity of work in the fall season of the year shall not be the cause of dismissal; the men shall lay off in rotation, lay-off not to exceed six days. That foreman must apply to local union in case of a vacancy.

3. A working day shall consist of nine (9) hours, the dinner hour shall be from 12 to 1 o'clock, and six (6) working days shall constitute a week, except when otherwise provided for in this agreement. When required to work overtime, Sundays and Sunday clam-bakes, employees shall be paid thirty-five (35) cents an hour. Overtime and Sunday work shall only be required when absolutely necessary.

SCALE OF WAGES, ALE AND LAGER BEER BREWERIES.

4. Engineers of ale and lager beer breweries shall not receive less than \$17 per week, eight hours; firemen of ale and lager beer breweries shall not receive less than \$15 per week, eight hours; first wash-house man shall not receive less than \$16 per week, all others \$15; fermenting and kettle room men shall not receive less than \$16 per week; first cellar men shall not receive less than \$16 per week, all other cellar men, \$15; teamsters and wagon men shall not receive less than \$15 per week; barn men shall not receive less than \$15 per week; men in bottling works connected with the brewery shall not receive less than \$14 per week. Any man receiving more wages than is herein stipulated shall not be reduced; Sunday and overtime shall be paid at the rate of thirty-five cents per hour for brewery employees. New Year's, Fourth of July, Labor Day, Thanksgiving and Christmas Day shall be observed as legal holidays.

MISCELLANEOUS.

Fermenting room men working in cold storage breweries are not allowed to do kettle work.

Teamsters are not allowed to handle two-barrel casks alone.

Teamsters and wagon men agree to take care of their horses on Sundays and that only.

In case a vacancy occurs in the regular force, none but a union man in good standing shall be employed, if such is to be obtained.

No brewer or agent is allowed to do a member's work while he is idle.

Firemen's working hours shall be eight hours a day for seven days.

This agreement shall go into effect on the date of signing, and remain in force for one year.

All troubles arising must be settled by arbitration.

Endorsed by the Utica Trades Assembly, March 26, 1907.

EDWARD W. POTTER, *President*.

ALEX. ROSENTHAL, *Secretary*.

Endorsed by the International Executive Board, United Brewery Workers of America, Cincinnati, Ohio, March 14, 1907.

LOUIS KEMPER, *International Secretary*.

MALTSTERS, BUFFALO.

This agreement, made on the 16th day of September, 1907, between the Malt Manufacturers' Association, of Buffalo, and Maltsters' Union, No. 189, of the International Union of United Brewery Workmen of the United States, as follows:

ARTICLE 1. That none but men who are members in good standing and in possession of working cards, duly signed by the secretary, or his proxy, of Maltsters Union No. 189, shall be employed as maltsters, elevator or storehouse laborers by employers, providing such elevator or storehouse laborers now employed, can be induced to join such Maltsters Union No. 189. This does not include engineers, firemen, electricians, millwrights, machinery men, watchmen or foremen of any department.

ART. 2. Nine (9) hours within eleven (11) consecutive hours shall constitute a working day, during which time employees are to perform work of any nature in or about the premises. Maltsters are to perform work in and about elevator and elevator men are to perform work in and about the malt house as may be directed by the foreman or employer. On Sundays and legal holidays such work only shall be done as in the judgment of the employer or his foreman is absolutely necessary. Unloading of cars or boats and shipping of malt on Sundays and legal holidays to be considered necessary work. Legal holidays shall include only the following: Christmas, New Year's Day, Thanksgiving, Fourth of July and Labor Day.

ART. 3. Wages for maltsters shall be sixteen dollars (\$16) per week for the entire malting season, and seven days to constitute a week.

Wages for elevator hands to be fifteen dollars (\$15) per week for the entire malting season, and seven days to constitute a week.

Wages for storehouse laborers to be thirteen dollars (\$13) per week and six days to constitute a week. If storehouse work be necessary on Sundays and holidays, the same rate of wages per day to apply. All overtime over and above fifteen minutes over said nine hours to be paid for at the rate of thirty cents per hour for maltsters and twenty-five cents for laborers. There is nothing in this contract that requires or obligates the division of one or more absent employees' pay with the other employees and any demands of this nature will be considered as a breach of contract.

ART. 4. One maltster apprentice (regardless of age) may be employed to every eight maltsters. The wages of said apprentice to be not less than \$13 per week. Said apprentice to join Maltsters Union No. 189 immediately. No malthouse to employ more than two apprentices.

ART. 5. The employer reserves the right to hire and discharge any employee as he may see fit at any time.

III.306 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 6. In the event of vacancies in the malthouse, such vacancies to be filled from members of Maltsters Union No. 189, only upon presentation of union cards, or from elevator hands or storehouse laborers at the option of the foreman or employer. The selection of such men to be entirely at the option of the employer or his foreman. Should the union be unable to furnish competent and satisfactory men, then the employer or his foreman shall have the right to engage non-union men, who shall be taken into Union No. 189 as soon thereafter as possible.

ART. 7. No strikes to be inaugurated or maintained. All disputes to be referred to an arbitration committee for adjustment. Said committee to consist of two members of The Malt Manufacturers' Association of Buffalo, two members from Maltsters Union No. 189, and these four to select the fifth member, if necessary. Their decision to be final.

ART. 8. Maltsters having malt manufactured on commission in other malthouses, shall see that said houses employ none but union men.

ART. 9. Drum washers shall receive from the firm by whom they are employed a rubber suit free of charge.

ART. 10. All members satisfactory employed at the different malthouses at the close of the season, shall be entitled to employment in said houses at the opening of the new season.

ART. 11. No business man or person recommended by a saloon keeper can be employed in the malthouse.

ART. 12. This contract to remain in force for two (2) malting seasons, ending August 31, 1909. Upon the expiration of same, all future arrangements between the parties mentioned in this contract to be made ten days previous to the expiration of same.

ART. 13. All malthouses employing more than four night maltsters shall be entitled to engage a non-union night foreman, if so desired, who shall be allowed to perform such work personally as his employer deems necessary. This article is not to be construed in any way as prejudicial to employing a union man in this position.

ART. 14. No employee to vacate his position during the malting season without permission from the secretary of the union, who will furnish a substitute satisfactory to his employer before allowing said employee to go.

ART. 15. No beer to be brought in the malthouse except during lunch periods. It must then be confined to the lunch rooms and not be consumed on the malting floors or other work rooms.

The within agreement to take effect immediately.

XII. BUILDING INDUSTRY.

BEER PUMP PLUMBERS, NEW YORK CITY.

*This agreement, made and entered into between
....., party of the first part and the Beer Pump
and Block Tin Plumbers' Local Union, No. 241, of the United Association,
party of the second part:*

ARTICLE 1. The party of the first part agrees to hire none but members in good standing in the organization, providing that the union can supply competent men within five days after application has been made to the said local union. Failure on the part of the union to supply the men required within the five days, the firm may hire non-union men, on condition that they, the said non-union men, make immediate application to join the union.

ART. 2. The hours of labor shall be from 8 A. M. to 12 o'clock noon, and from 1 P. M. to 5 P. M., except Saturdays, when the hours of labor shall be from 8 A. M. to 12 o'clock noon the whole year round.

ART. 3. All overtime including Sundays and holidays, shall be paid at the rate of double time.

ART. 4. The minimum rate of wages to be \$4 per day.

ART. 5. Any workman reporting for work on starting time shall be given one-quarter day's pay and car fare if there is no work for him, unless notified the day previous.

ART. 6. There shall be one apprentice allowed for every ten men or majority fraction thereof, and under no condition shall an apprentice go out and do work unless accompanied by a journeyman.

ART. 7. The firm reserves the right to discharge any employee for any reasonable cause, but under no condition shall a man be discriminated against for being a worker for the good cause of the union.

ART. 8. There shall be a shop steward appointed or elected by the local union, in every shop, whose duty is to see that all members of the union are in good standing and to attend to such other proper duties as may be delegated to him by the union.

ART. 9. Any grievance that may arise shall be settled, if possible, by the representative of the firm and the representative of the organization, and in event of failure on their part to agree, the case shall be referred to an arbitration committee, which shall consist of two representatives of the firm, two representatives of the organization, and a fifth party, to be chosen by the foregoing four, both parties agreeing to abide by the decision arrived at by said committee.

ART. 10. This agreement to go into effect May, 1907, and to expire May 1, 1908, with proviso that committee meets one month prior to expiration of agreement, to submit new agreement for the following year.

BRICKLAYERS AND MASONS, ALBANY.

Agreement between the Mason Builders' Association and the Bricklayers, Masons and Plasterers' Union, No. 6, of Albany, N. Y., from May 1, 1907, to May 1, 1908:

It is hereby agreed to by the Mason Builders' Association and the Bricklayers, Masons and Plasterers' Union No. 6 of Albany, N. Y., members of the International Union.

III.308 NEW YORK STATE DEPARTMENT OF LABOR.

SECTION 1. That the wages of the members of Union No. 6 of Albany shall be sixty (60) cents per hour;* eight hours shall constitute a day's work five days in the week and four hours on Saturday; that the hours of labor shall be from 8 A. M. to 5 P. M., one hour for dinner, five days, and from 8 A. M. to 12 M. on Saturday.

SEC. 2. The union shall not order any strike against the Mason Builders' Association of Albany, N. Y., nor shall any number of union men leave the works of any mason builder before the matter in dispute is brought before the joint arbitration committee for settlement.

SEC. 3. That no member of Union No. 6 of Albany, N. Y., shall be discharged for inquiring after the cards of the men working upon any job of the contractors, or for seeing that the rules of the union be lived up to. Nor shall the business agent or president be interfered with when visiting any building under the course of construction.

SEC. 4. Except in cases of extreme necessity no work shall be done between the hours of 5 and 6 P. M. and all overtime shall be double time at the rate of \$1.20 per hour. Overtime means nights, Sundays, holidays, viz.: New Year's, Decoration, Independence, Thanksgiving, and Christmas days, or days celebrated as such, and no member shall work on Labor Day. Except where there is a contract to be finished in a time limit, where two or more shifts are required, the wages shall be ninety (90) cents per hour.

SEC. 5. That each member of the union shall be provided with a kit of tools, consisting of a trowel, plumb rule, two-foot rule, level, brick hammer, sharp chisel and 100 feet of mason's line. Stone masons and plasterers shall have a proper set of tools.

SEC. 6. That the members of Union No. 6 shall not be allowed to do any contracting, and where the members of Union No. 6 work for owner, agent, or other than the general contractors and builders, he must charge the same as the mason builders charge for mason's labor and material.

SEC. 7. Defining masonry work as per article 11, section 3, B. and M. I. U. constitution; also cutting, rubbing and grinding of all kinds of arch brick must be done by the members of the B. and M. I. U.

SEC. 8. That the members of Union No. 6 of Albany, N. Y., receive their wages every week before 12 M. Saturday on the job, and for every hour the members are detained after that time they shall be paid according to the regular rate of wages; and if a member is discharged he shall receive his wages, pay time to close Friday night before pay day.

SEC. 9. No member of Union No. 6 shall be allowed to work on any city, state or national government work unless the inspector is a member of this union. Any employer paying above the regular rate of wages to members of Union No. 6, other than foreman stating the wages that he will pay over and above the rate, shall be required to pay the same to all members until the job is completed.

SEC. 10. There shall be an arbitration committee elected each year by the Mason Builders' Association and the Bricklayers, Masons and Plasterers' Union No. 6 of Albany, N. Y., consisting of five or seven members from each organization who shall have the power to settle all differences arising between the two organizations.

E *See supplemental agreement as to old work below.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.309

SEC. 11. That the arbitration committee shall meet at the call of the chair on either side, and the first Thursday in December shall be a special meeting for the consideration of the yearly agreement which must be signed on or before January 1st to take effect May 1st of each year.

This agreement was signed by the following members of the Mason Builders' Association and Members of Union No. 6 of Albany, N. Y., to take effect from May 1, 1907, to May 1, 1908.

There shall be no time lost for the loading of scaffold.

Mason Builders' Association.

Bricklayers, Mason and Plasterers' Union No. 6 of Albany, N. Y.

For Mason Builders,

ANDREW S. DELEHANTY,
THOS. A. GALLAGHER,
JNO. C. HEIDRICH,
JOHN J. KELLY,
COLLINS BROS.

B. M. I. U.,

C. F. DOOLEY,
JAS. J. DOWD,
EARLY REED,
CHAS. B. SHATTUCK,
GEORGE REED,
WM. G. CHURCHILL,
THOMAS F. McKEAN.

ALBANY, *February* 14, 1907.

The Mason Builders' Association of the city of Albany, party of the first part, and Bricklayers, Masons and Plasterers' Union No. 6 of the city of Albany, party of the second part, agree to the annual agreement as presented December 20, 1906, with the following additions, that the Bricklayers, Masons and Plasterers' Union No. 6 agree to finish all work whose foundations are in to grade line at the old scale fifty (50) cents per hour.

The following jobs to come under such conditions: German Hall; Kirchner Brewery; St. Joseph's School; Lansing's stable.

Mason Builders,

ANDREW S. DELEHANTY, *President*.
THOS. A. GALLAGHER,
JOHN C. HEIDRICH,
COLLINS BROS.,
JOHN J. KELLY.

Bricklayers, Masons and Plasterers,

C. F. DOOLEY,
JAS. J. DOWD,
CHAS. B. SHATTUCK,
EARLY REED,
GEORGE REED,
WM. G. CHURCHILL,
THOMAS F. McKEON.

III.310 NEW YORK STATE DEPARTMENT OF LABOR.

BRICKLAYERS AND MASONS, ALBION.

[Price-list reported by union as signed by twelve employers.]

Following are the prices to be paid members of the Bricklayers, Stonemasons and Plasterers' International Union, Branch No. 89, Albion, to include a radius from the court house east to the Transit road, and south; north and west, twelve miles from court house, at Albion, N. Y.

Bricklayers	50 cents per hour
Stonemasons	45 cents per hour
Plasterers	50 cents per hour

Nine hours to constitute a day's work.

Fifty-four hours to constitute a week's work.

All overtime, time and one-half.

Sundays and legal holidays, double time.

PRICE LIST OF B. AND M. I. U. OF A.

The standard working time will be nine hours, to take effect April 1, 1907.

Brick laying, per hour.....	50 cents
Stone laying, per hour.....	45 cents
Plastering, per hour	50 cents

All repair work for less time than one-half day will be charged for as one-half day, unless sent to another job.

No time to be lost moving from one job to another during the working hours.

All contractors employing more than six masons on any one job must have a foreman, same to be a practical mason, unless contractor is a mechanic himself. And in case of absenting himself from job, must leave a competent man in charge.

Said foreman to receive the sum of \$5 for nine hours.

Contractors have a privilege to hire any union man, wages not to be less than our scale, and all over that he may be willing to give. Same to apply to members of Branch 89.

Any member not being competent to draw the present scale of wages it will be the privilege of the contractor to protest same to this union in writing, and a committee of three will be appointed to admit same, consisting of two members of Union No. 89, third party, contractor's privilege to appoint.

Pay day to be every Saturday.

All men discharged from any job must be paid at time of discharge, or contractor will be obliged to pay for all working days until said claim is paid.

This union will endeavor to procure all mechanics needed upon application for same.

BRICKLAYERS AND MASONS, PORT CHESTER.

[Reported as signed by eighteen firms.]

Agreement between the Mason Builders, of Port Chester and vicinity, and the Bricklayers, Masons and Plasterers' International Union of America, No. 48, of Port Chester, N. Y., to take effect May 1, 1907:

ARTICLE 1. The wages of the bricklayers and plasterers shall be fifty-six cents per hour, or \$4.50 per day, and the stone masons fifty cents per hour; forty-four hours to constitute a week's work. The hours of labor to be from 8 A. M. to 5 P. M.; no work to be done between the hours of 12 noon and 6 P. M. on Saturdays, except when to leave would endanger life or property.

ART. 2. That all overtime shall be charged at the rate of time and one-half; double time for the following holidays: Sunday, Decoration Day, Independence Day, Thanksgiving Day, Christmas and New Year's; no work to be done on Labor Day, except when to leave work would endanger life or property.

ART. 3. That no members of the union shall be discharged for inquiring after the cards of the men working on any job of a member of the Mason Builders, nor will the business agent be interfered with when visiting any operation where bricklayers, masons and plasterers are employed.

ART. 4. The members of the Bricklayers, Masons and Plasterers' Union shall be paid every week on the job, Saturday to be pay day, not later than one hour after quitting time, and not more than two days to be held back, time and one-half for all time after the hour expires.

ART. 5. If any member of the Bricklayers, Masons and Plasterers' Union be discharged, he must be paid off at once, or waiting time will be charged from the time of his discharge.

ART. 6. If a building shall be abandoned for any cause where the wages of the members of the Bricklayers, Masons and Plasterers' Union are unpaid, no mason builder shall contract to complete said building until said wages are paid or provided for in contract. If a mason contractor is prevented from carrying out his contract on a building through fraud or inability of the owner, no member of the Bricklayers, Masons and Plasterers' Union shall work on said building until the mason builder's contract has been equitably adjusted. Notice in writing must be given to the secretary of the union, stating full particulars of the question in dispute.

ART. 7. That the union as a whole shall not order a strike against the mason builders, collectively or individually, nor the members of the mason builders declare a lockout. All disputes arising between parties to this agreement must be brought at once before the joint board of arbitration for settlement.

ART. 8. That the arbitration committee meet on the fourth Thursday in every month, or at the call of the chair, on either side, and that the fourth Thursday in January be a special meeting for the consideration of the yearly agreement, which must be signed on or before March 1st, to take effect April 1st to April 1st.

All matters of mutual interest are subject to this board.

III.312 NEW YORK STATE DEPARTMENT OF LABOR.

BRICKLAYERS AND MASONS, ROCHESTER.

Articles of agreement made this 21st day of March, 1907, by and between the Mason Builders' Association, of the city of Rochester, and the Bricklayers, Plasterers and Stonemasons' Union, of said city, by their committees duly appointed:

ARTICLE 1. *Resolved*, That eight hours shall constitute a day's work for Bricklayers, Plasterers and Stonemasons' Union No. 39. The hours of work shall be from 8 to 12 A. M. and from 1 to 5 P. M., and the wages shall be fifty-seven cents (57c.) per hour, beginning April 1, 1907, and expiring April 1, 1908.

ART. 2. It is mutually understood in the decision between the committees that common sense and honest intent shall govern the men and the contractors in the exact moment of quitting and leaving work unfinished when a few minutes of work is necessary to complete the work of the day.

ART. 3. Leaving work in an unsafe condition is provided for in the mason's rules, and such action is not called for, and not permitted by them.

ART. 4. The time taken for the noon hour to be left to the wishes and convenience of the contractor and his men in the fall and spring seasons.

ART. 5. The number of apprentices to be allowed to each contractor shall be left to the committee of arbitration.

ART. 6. It is agreed that men may be sent from one contractor to another, if agreeable to the men; but the matter shall not be compulsory; and no man shall be discharged or refused work because he does not go.

ART. 7. It is agreed that brick floors laid in sand and then grouted, can be laid by anyone the contractor may deem fit; but brick floors laid in cement mortar is masons' work and must be done by masons.

ART. 8. The matter of laying all sewer bottoms is to be left to the employer and his employees to adjust.

ART. 9. Concrete work to be left at the option of the contractor. Finishing of all concrete walls and ceilings and all cement plastering must be done by members of No. 39.

ART. 10. All pointing on stone and brick walls done with the trowel and floating plastering shall be done by masons, and all stonework, whether laid up dry or in mortar, shall be considered mason work and shall be done by masons.

ART. 11. No mason contractor shall employ a non-union mason or suspended member of the Bricklayers, Plasterers and Stonemasons' union, after due notification.

ART. 12. Each contractor shall carry on the business as a builder twelve months before taking an apprentice.

ART. 13. Before a contractor shall take an apprentice he shall file a sworn statement with the arbitration committee showing the number of days he has worked masons between the first of April and the first of December of the year previous.

ART. 14. The arbitration committee on receiving such statement, shall give to such contractor a license to take the number of apprentices he is entitled to, signed by the president and secretary as follows: To a contractor working on an average the previous season two masons, one apprentice.

ART. 15. To a contractor working on an average the previous season five masons, two apprentices; and, for every additional ten masons, one apprentice.

ART. 16. On and after April 1, 1895, all apprentices indentured to learn the mason's trade shall be indentured for four years, and their wages shall be \$1 per day, first year; \$1.50 per day, second year; \$2 per day, third year; \$2.50 per day, fourth year.

ART. 17. Should any difference arise between employers and employees the same shall be referred to the arbitration committee before any strike or lock-out shall occur. It is further agreed when possible, that the arbitration committee shall convene to act on matter within forty-eight hours.

ART. 18. All legal holidays, namely, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Sundays and Saturday afternoons during June, July and August, shall be paid double time, and night work shall be from 5 to 7 P. M., time and a half without recess; after 7 P. M., double time; half an hour for lunch any time agreed upon by foremen and men.

ART. 19. When a man is laid off or discharged, he shall be paid immediately. This is not to refer to where a job is not finished.

ART. 20. Men going from job to job during working hours shall receive pay for it.

ART. 21. Job stewards that are appointed on any job shall notify contractors at once, and shall not be discharged for doing their duty.

ART. 22. All cutting for shoring, underpinning and any other cutting shall be considered masons' work, and must be done by members of No. 39.

ART. 23. All members of Union No. 39 shall be paid in full before quitting time on Saturday, and during the months of June, July and August, contractors may make up time to Thursday, instead of Friday night.

ART. 24. That all the ducts in conduits requiring the use of the trowel and mortar shall be considered mason work, and shall be done by masons.

ART. 25. Union No. 39 hereby agrees that its members shall not contract for work in competition with contractors.

ART. 26. That where contractors belonging to the Mason Builders' Association send their masons to do day work for any corporation, company or individual, one of the masons shall have charge of the work, unless a regular mason foreman is sent with them.

ART. 27. Any member of Mason Builders' Association or of Union 39, who shall violate any of the articles in this book shall be immediately reported and shall be dealt with at the discretion of the joint board of arbitration.

ART. 28. These articles of agreement shall continue in force until amended or repealed.

Joint Arbitration Committee:

For Contractors,

W. FRIEDERICH, *Chairman.*

GEO. B. GARRISON,

HENRY STALLMAN, JR.,

R. GORSLINE,

J. E. SUMMERHAYS.

For Masons,

F. R. JUTSUM, *Secretary,*

JAMES FOX,

C. HEVEBON,

AUG. KIMMEL,

JAMES O'HARE.

III.314 NEW YORK STATE DEPARTMENT OF LABOR.

BRICKLAYERS AND MASONS, WHITE PLAINS.*

We, the undersigned, Contractors and Builders, and the Bricklayers, Masons and Plasterers' Local No. 75, of White Plains and vicinity, do each with the other enter an agreement to the following:

ARTICLE 1. That eight (8) hours shall constitute a day's work between the hours of eight (8) A. M. and five (5) P. M. except Saturday, which will be four (4) hours from May 11th to September 14th.

Bricklayers	\$4.50 per day
Plasterers	\$4.50 per day
Masons	\$4.00 per day

ART. 2. Time and one-half for overtime, double time for Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving Day and Christmas. Labor Day no union man will be allowed to work.

ART. 3. That the representatives of the local shall have the privilege of examining the cards of members at all times.

ART. 4. That no employer shall sub-contract any work in the building line to journeymen.

ART. 5. That all differences between the parties of the first part and the parties of the second part shall be referred to a committee of four, two to be selected by the parties of the first part and two by the parties of the second part. In case of a deadlock, the committee to select by a majority vote a referee, whose decision shall be final. No strike or lock-out shall be ordered pending a decision of the committee, which must meet within forty-eight (48) hours.

ART. 6. That no demand for wages or hours shall be enacted before giving at least six (6) months' notice previous to the enforcement of such demands. Contractors and builders to give notice of the acceptance or refusal of said demand at expiration of ninety (90) days.

ART. 7. Contractors and builders agree that all mechanics shall be union men, as recognized by local union.

ART. 8. That not more than two members of any firm shall be permitted to handle tools. Members of any firm not to work more than eight (8) hours per day.

ART. 9. Payments to be made in full every week on or before 5 P. M., except from May 11th to September 14th, payment is to be made 12 o'clock noon.

ART. 10. Any contractor or builder found guilty of violating this agreement shall be declared unfair.

ART. 11. We, the undersigned parties of the first part and parties of the second part, do hereby further agree that at any time while these agreements are in force that if we, at any time, have charges preferred against us in writing for a violation of any of said rules, and if found guilty by the arbi-

* See also general agreement under " Building Trades."

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.315

tration committee, we will pay such fine as the committee imposes within fifteen (15) days to parties making charges.

This agreement expires March 31, 1908.

DANIEL HALL,
CHAS. E. ELLSTROM,
JAMES McDERMOTT,
Committee of the Journeymen.

GEO. L. MILLER,
JOHN EMBERSON,
W. T. SMITH,
Master Builders.

BUILDING TRADES, WHITE PLAINS.*

This agreement, made and entered into this, 1907, between, party of the first part, and the Advisory Board of Building Trades of White Plains and Vicinity, party of the second part,

WITNESSETH: That both parties mutually agree to all of the following agreements:

ART. 1. That eight hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M.

ART. 2. During the period from the eleventh of May, 1907, up to and including September 14, 1907, all work shall cease at 12 noon on Saturday. The Saturdays during the above period shall be deemed half-holidays.

ART. 3. Contractors and employers agree to employ none but recognized members of the unions affiliated with the advisory board of building trades of White Plains, and in consideration of such agreement the above unions agree that none of its members will work for any contractor or employer who does not conform to an agreement similar to this.

ART. 4. Payment must be made in full every week on Saturday, on or before 4:30 P. M., on the job; if contractor has an office in White Plains at office before 5:30 P. M. From the thirteenth of May, 1907, up to and including the fourteenth of September, 1907, payment in full shall be made on or before 12 noon Saturdays on the job, and at the office or shop on or before 1 P. M., if said office or shop is in White Plains. Any employer failing to comply with the above rule shall pay men waiting time at the rate of time and one-half for all time lost waiting for pay after time specified above. No payments to be made by check, and under no consideration will payments be made in saloons or hotels.

ART. 5. When men are sent to jobs $1\frac{1}{2}$ miles from the court house, or on jobs $1\frac{1}{2}$ miles from railroad station or trolley, employer shall pay car fare to and from the job each working day, otherwise he shall carry men by vehicle to and from work, as per above rule.

ART. 6. No employer shall subcontract any work in the building line to a journeyman.

* See also separate trade agreements under the various trades.

III.316 NEW YORK STATE DEPARTMENT OF LABOR.

SCALE OF WAGES.

That each trade shall receive the following scale of wages:

United Brotherhood of Carpenters and Joiners of America, Local No. 53, \$3.76 per day.

Brotherhood of Painters, Decorators and Paper Hangers of America, Local No. 250, \$3.76 per day; 47 cents per hour.

Paper hangers, \$4 per day during April, May, June, October and November.

International Union Bricklayers and Masons, Local No. 75 — stone masons, \$4; bricklayers and plasterers, \$4.50 per day.

United Association of Plumbers, Gasfitters, Steam Fitters, and Steam Fitters' helpers, United States or Canada, Local No. 299, per day \$4; junior plumbers, \$2.75 per day.

International Sheet Metal Workers' Alliance, Local No. 287, per day until September 1, 1907, \$3.78; after September 1, 1907, \$4 per day.

International Brotherhood of Electrical Workers, Local No. 505, per day \$3.75.

Electrical helpers, \$1.50 per day, first six months; after six months, per day, \$2.20.

International Union of Wood, Wire and Metal Lathers, Local No. 152, per thousand, \$3.25; per day, \$4.50.

Hod Carriers and Building Laborers of America, per day, \$2.60.

ART. 7. That not more than members of any firm shall be permitted to handle tools at the trade. *This rule will be subject to the different trade agreements as regards improvers and apprentices and all trade rules not contained in this agreement.*

Members of any firm not to work only the regular hours specified in this agreement.

ART. 8. That the business agents shall have the privilege of visiting all jobs and shops at all times for the purpose of examining members' cards and any other business pertaining to this agreement.

ART. 9. The following schedule of pay for overtime is hereby adopted: Time and one-half for overtime; double time for Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving and Christmas. Labor Day no union man will be allowed to work at the trade. During the half-holiday, no work to be done between the hours of 12 noon and 5 P. M.

All men must be paid in full when laid off or discharged.

ART. 9. We, the party of the second part, agree that we will not make any demands for hours or wages before giving at least six months' notice previous to the enforcement of such demands; and we, the party of the first part, agree to give answer as to our acceptance or rejection of said demands within ninety days.

All differences between the party of the first part and the party of the second part, shall be referred to the advisory board for adjustment. All contractors charged with violation of these agreements will be requested to appear before the advisory board to answer any written charge or charges. The contractor or employer to be notified by the secretary of the board of the time and place of meeting. A failure on the part of the contractor or employer to so appear will be deemed sufficient cause to declare him or them unfair, or place an indemnity against said firm or firms.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.317

It is also further agreed that if, after a fair and impartial hearing, and if an indemnity is placed against the party of the first part, the party will pay the same within fifteen days.

This agreement to go into effect April 1, 1907.

CARPENTERS, ALBANY.

[Reported as signed by forty-four employers.]

An agreement between the Employing Carpenters and the District Council of Carpenters of the city of Albany, N. Y.:

It is hereby mutually agreed that the minimum wages to be paid to the journeyman carpenters from April 1, 1907 to April 1, 1908, shall be 37½ cents per hour. Eight hours to constitute a day's work. All overtime, Sundays and holidays, shall be paid for at the rate of double time.

CARPENTERS, COHOES.

[Reported as signed by five employers.]

This agreement, made the day of, in the year one thousand nine hundred and seven, by and between , party of the first part (hereinafter designated as the employer), and the United Brotherhood of Carpenters and Joiners of America (with headquarters at Indianapolis, Ind.), and Local Union No. 99, of Cohoes, N. Y., Branch of the Troy District Council of Carpenters, party of the second part (hereinafter designated as the U. B. and C. D. C.):

WITNESSETH, That the employer, in consideration of the agreement herein made by the U. B. and C. D. C., agrees with the said U. B. and C. D. C., as follows:

ARTICLE 1. The employer is engaged in the erection of buildings, general carpenter work, etc., in the city or town of and is desirous of employing carpenters, joiners and cabinet-makers, in his or their shop or jobs, who are members of the U. B. and C. D. C., at the rate of wages and number of hours per day as hereinafter prescribed in this agreement.

ART. 2. Eight (8) hours shall constitute a day's work, to begin at 8 A. M. and end 5 P. M., except on Saturday, when work shall terminate at 12 o'clock noon; and no more than forty-four (44) hours maximum shall be worked in any week as regular time. No work will be allowed on Saturday afternoon except in extraordinary cases, such as destruction of property, etc., when a permit must be granted by the business agent of the district council to do such work.

ART. 3. The minimum rate of wages shall not be less than forty (40) cents per hour for all regular working hours from April 1, 1907, to April 1, 1909, overtime to be paid at the rate of time and one-half until 12 o'clock midnight. From 12 o'clock P. M. to 8 A. M. and from 12 o'clock noon, on Saturday, until 8 A. M. Monday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, double time shall be paid.

ART. 4. No union carpenter shall work for any person or persons not regularly in the carpenter business for less than 50 cents per hour upon any

III.318 NEW YORK STATE DEPARTMENT OF LABOR.

construction, repairs or alteration of any building, except such men as are engaged (employed) the year around by firms or corporations not engaged in the construction or repairing of buildings.

ART. 5. All persons using carpenter's tools or working at carpenter work must carry the quarterly working card of the district council and be subject to the rules of the same. This includes apprentices, foremen, etc.

ART. 6. All contracting carpenters employing from one to ten men, will be entitled to one apprentice; from ten to twenty men, two apprentices; said apprentices to serve four years' apprenticeship.

ART. 7. No union carpenter shall work for more than two days with a non-union man, without reporting the same to the business agent, and all persons using carpenters' tools without the quarterly working card of this district will be considered non-union.

ART. 8. All members of the U. B. or A. S. of C. and J. coming into this district must apply to the business agent for a work card.

ART. 9. All members of the district shall be paid every Saturday, on job or in the shop, on or before 12 M., noon, or they shall take sufficient time on the regular work day to go to the shop or office to receive their pay.

ART. 10. No union carpenter shall work for any contractor, or with any person or persons who act in the capacity of contractor, who work with carpenter tools unless said contractor and all members of the said contracting firm will employ none but union carpenters.

ART. 11. It is further agreed between the parties hereto, that this agreement shall take effect on the first day of April, 1907, and shall remain in full force and effect until April 1, 1909.

ART. 12. Should either party to this agreement desire a change for the following year, notice must be given of same on or before February 1, 1909.

ART. 13. All employers signing this agreement will be placed on the fair list of the Building Trades' Council.

CARPENTERS, JAMESTOWN.

This agreement, made this 20th day of February, 1907, by and between the Jamestown Mantel Company, party of the first part, and Local Union No. 66 of the United Brotherhood of Carpenters and Joiners of America, of the city of Jamestown, N. Y., and vicinity, parties of the second part:

WITNESSETH, as follows:

ARTICLE 1. This agreement shall take effect March 1, 1907, and continue in effect until May 1, 1908.

ART. 2. If at the expiration of this contract, either party intends to change any of the clauses of the same, three months' notice of such intended change shall be given, one party to the other, and the adjustment of the wage scale must be made on or before February 1, 1908.

ART. 3. Under this agreement nine (9) hours shall constitute a day's work to be performed between the hours of A. M., P. M., and the minimum rate of wages paid journeymen, bench and machine hands, shall be twenty-five cents per hour, and those receiving more than above rate shall not receive less than the present rate paid.

ART. 4. It is further agreed between the above named parties that work done on the following holidays: Decoration Day, Fourth of July, Thanks-

giving Day, Christmas Day, New Year's Day and Sundays, shall be paid for at the rate of double time, and all overtime must be paid for at the rate of time and one-half.

ART. 5. No work shall be performed on Labor Day.

ART. 6. And it is further agreed, that when men are sent outside of factory or shop to put up work they shall observe all trade rules and articles of agreement in force between outside men and their employers most especially as regards wages and hours, in the locality where the work is put up.

ART. 7. The party of the first part hereby agrees to employ none but members in good standing of the party of the second part. The party of the second part agrees to furnish all the necessary union men, if after notifying the shop stewards, such union men cannot be furnished, then only such men may be hired as shall make application for membership in said local union at the next regular meeting after being employed.

ART. 8. The party of the first part shall be allowed one apprentice for every seven (7) journeymen employed.

ART. 9. Whenever two or more journeymen members of the second part are working together a steward shall be selected by them. No salary shall be paid to a journeyman for acting as steward. He shall perform his duties as steward so as not to interfere with his duty to his employer, and shall report all violations of this agreement.

ART. 10. The party of the first part agrees to pay their men weekly on a regular pay day, the wages to be paid on the work not later than quitting time.

In behalf of the party of the first part:

JAMESTOWN MANTEL CO.,
GEO. M. TURNER.

In behalf of the party of the second part:

W. J. BYRNE,
Gen. Organizer U. B. of C.
J. M. KANE,
Pres. Local No. 66.

CARPENTERS, NEW YORK CITY.

(a) Agreement with the Master Carpenters' Association.

Agreement, made this 28th day of December, 1906, by and between the Master Carpenters' Association of the City of New York, party of the first, and The Joint District Council of Greater New York, party of the second part:

ARTICLE I.

Object.

In order to prevent any strike or lockout, and to insure a peaceable adjustment and settlement of any and all grievances, disputes and differences that may arise between any employer in the Master Carpenters' Association and the mechanics affiliated with the Joint District Council of Greater New York,

Both parties to this agreement do hereby adopt as a basis of settlement the joint arbitration plan approved at a joint conference of the Building Trades Employers' Association and representatives of the various unions on

III.320 NEW YORK STATE DEPARTMENT OF LABOR

July 3 and 9, 1903, and revised and adopted on April 22, 1905, a copy of which is attached and made a part of this agreement.

And they further agree that they will abide by any and all decisions of said arbitration as associations, and use any and all lawful means in their power to compel their members to abide by said decisions.

In the event of the joint arbitration committee failing to come to any agreement within three weeks after the filing of the complaint, it shall be submitted to the higher court, provided for in said arbitration plan.

ARTICLE II.

SECTION 1. That both parties to this agreement shall appoint a committee of eight (8) members with full power to act for the association and the joint district council, which shall form the joint arbitration board provided for in the attached arbitration plan, to whom shall be referred all questions in dispute for adjustment, and also the drafting of a new agreement for the ensuing year.

Their names and addresses to be sent at once to the secretary of the Master Carpenters' Association and the secretary of the joint district council, whose duty it shall be to call them together for the purpose of organizing said board (eleven members of which shall constitute a quorum for the transaction of business).

Both sides, at all meetings of said board, shall have an equal number of votes on all questions, whether all their members are present or not; vote to be recorded by roll call, if requested.

Either side to have the privilege of calling the board together when there is any question to be brought before it.

Twenty-four hours' notice to be given all members of said board for any regular or special meeting.

All questions in dispute to be settled by a majority vote or decision of an umpire.

SEC. 2. This trade board to have the power to fine or penalize any firm or individual who may be brought before it provided said firm or individual is found guilty as charged.

Any fines so imposed to be paid into the treasury of this trade board for its expenses, subject to check by treasurer and president, one of whom shall belong to each side of the board. Any funds in the treasury at the end of the year shall be divided equally between the parties of this contract.

If any fines are imposed they must be paid before further complaint is heard from the side in default.

ARTICLE III.

Both parties shall at once, after the signing of this agreement, elect their two (2) general arbitrators provided for in the attached plan of arbitration.

ARTICLE IV.

Principles on which Agreement is Based.

SECTION 1. That there shall be no limitation as to the amount of work a man shall perform during his working day.

SEC. 2. There shall be no restriction to or discrimination against the use of any manufactured material made by wood-workers, except non-union and

prison-made. This shall not apply to any flooring or machine planed timber or lumber, or to any manufactured material made by members of any regularly organized wood-working union in existence at the time of signing this agreement, or signing of prior agreement of April 26, 1905.

SEC. 3. That there shall be no restriction of the use of any machinery or tools.

SEC. 4. That no person, except the business agent shall have the right to interview the workmen during business hours. Anyone hiring or starting men to work, shall notify said men where shop or job steward is working.

SEC. 5. That the use of apprentices shall not be prohibited and they shall not be compelled to belong to the union until two (2) years have elapsed. Members of the Master Carpenters' Association to notify the joint district council when starting apprentices. One apprentice to be allowed to every ten (10) men taken from the average employment of carpenters the previous year.

SEC. 6. The superintendent, also the shop and permanent foreman (who need not belong to any union) shall be tried by and subject only to the decision of the joint arbitration board for any cause whatsoever that may be brought against them while acting in that capacity. Definition of a permanent foreman is the carpenter in charge of a job. He shall not use tools for more than 10 per cent of the time during the progress of the job over which he has charge, and there shall be but one permanent foreman on each job.

SEC. 7. The journeymen shall have the privilege of working for whomsoever they may see fit, according to the terms of this agreement, and the employers be at liberty to employ or discharge whomsoever they may see fit, according to the terms of this agreement.

SEC. 8. Under no condition shall the joint district council or its representatives take any of its members from the employ of a member of the Master Carpenters' Association until the complaint against him has been decided by this board.

ARTICLE V.

Hours of Labor.

SECTION 1. That eight (8) hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M., for all week days except Saturday, when work shall stop at 12 o'clock noon, with four hours' pay for that day.

SEC. 2. That double time shall be allowed for all work done on Saturday afternoon, Sunday, legal holidays and all overtime on the week days.

SEC. 3. It is further agreed that no work shall be performed on Saturday afternoon except in cases of necessity or emergency, and that no work shall be performed on Saturday after the hour of 12 noon, unless notice be given to the secretary of the joint district council prior to 10 A. M. on said Saturday, stating shop or building where work is to be performed and number of men required, when double time shall be allowed — the members of the Master Carpenters' Association and the joint district council thoroughly recognizing Saturday afternoon as a holiday. The legal holidays referred to in this article are New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day and Christmas Day.

III.322 NEW YORK STATE DEPARTMENT OF LABOR.

ARTICLE VI.

SEC. 1. Carpenters' wages shall be as follows:

	Outside.	Inside.
Manhattan Borough, per day.....	\$5.00	\$4.00
Brooklyn Borough, per day.....	4.50	3.78
Bronx Borough, per day.....	4.50	3.78
Queens Borough, per day.....	4.00	3.78
Richmond Borough, per day.....	4.00	3.78

Manhattan Borough wages to go into effect July 1, 1907.

SEC. 2. The members of the above-named joint district council agree not to work for anyone not a member of the Master Carpenters' Association for a less rate per day than is specified in this article, and shall not handle any manufactured materials not permitted to be used by the members of the Master Carpenters' Association under the terms of this agreement.

SEC. 3. A member of the Master Carpenters' Association sending carpenters outside of the borough in which they were originally working, shall pay the wages of the borough from which the carpenters are sent, except when they are sent to a borough in which the wages are higher than that from which they are sent, in which case the wages of the borough to which they are sent are to be paid; but the members of the Master Carpenters' Association shall be permitted to employ men wherever they may be doing work at the prevailing rate of wages in that locality.

ARTICLE VII.

All questions as to the jurisdiction of trade or violations of agreement shall be referred to the joint arbitration board for adjustment and if failing to agree shall by them be referred to the higher court of arbitration provided for in the attached arbitration plan and settled.

ARTICLE VIII.

This agreement shall only apply to mechanics in the carpenter trade known as carpenters, cabinet makers, stair builders, framers, machine hands and not to laborers.

The members of the Master Carpenters' Association may employ unskilled labor to carry in, unpack and distribute material about the buildings, but said unskilled labor shall not be employed to cut up or put up any of said materials, or set any window frames, build any bridges and fences, or make or set any centres (except for flat floor arches.) The same being strictly carpenters' work.

ARTICLE IX.

That any member of the joint district council, upon showing his card of membership, be permitted to go upon any job controlled by a member of the Master Carpenters' Association, when seeking employment, unless notified by sign "no carpenters wanted."

ARTICLE X.

SECTION 1. When carpenters are discharged or laid off, they shall be paid in full in cash up to the time of payment.

SEC. 2. When carpenters are sent from one borough to another they are to be paid all extra carfare.

SEC. 3. In buildings ten stories high or over a lockup to be provided by the employer on every fifth floor.

ARTICLE XI.

The joint arbitration board shall meet on the second Thursday of each month, or at the call of the chair on either side, and the second Thursday in November shall be a special meeting for the consideration of the yearly agreement, which must be signed on or before the 15th day of December, to go into effect on January 2 of the following year.

If a building shall be abandoned for any cause, on which the wages of joint district council carpenters are unpaid, no member of the Master Carpenters' Association shall contract to complete the same until such debt is paid by the original or subsequent owner, or provided for in the new contract. If a member of the Master Carpenters' Association is prevented from carrying out his contract on a building through the insolvency of the owner, or any other cause, no joint district council carpenter shall work on said building until the master carpenters' contract or claims has been equitably adjusted.

Notice in writing, stating the amount in dispute, must be filed with the secretary of the Master Carpenters' Association and the secretary of the joint district council within two weeks of the stoppage of the work, giving full particulars. The secretaries to give proper notice to the joint district council and Master Carpenters' Association and their representatives at the beginning and ending of the question in dispute.

ARTICLE XII.

That if the courts of the state or city of New York should decide that any clause in this agreement should be unconstitutional or illegal, it shall not invalidate the other portions of this agreement, but that any such clause or clauses shall be stricken out.

ARTICLE XIII.

It is agreed by the parties that this agreement shall be in force between the parties hereto until December 31, 1907.

For the Masters Carpenters' Association:

GEORGE W. LEWIS,
R. H. CASEY,
J. H. MACDONALD,
CHARLES JOHNSON,
EMIL H. KLAPPERT,
WM. SLOANE,
JOHN CARL,
RUFUS H. BROWN.

For the joint district council:

CHAS. EVANS,
GEORGE McMULLAN,
JOS. VANDERPOOL,
E. A. RODD,
JOHN WOLFINGER,
THOS. NEILSON.

III.324 NEW YORK STATE DEPARTMENT OF LABOR.

(b) Agreement Signed by Independent Contractors.

NEW YORK, May 1, 1907.

To the Mason Builders, General Contractors, Builders and Employing Carpenters of the Borough of Manhattan:

GENTLEMEN.—We hereby notify you that on and after July 1, 1907, the minimum wages for carpenters and stair builders in the above mentioned borough shall be as follows:

Five dollars (\$5) per day for eight hours or sixty-two and one-half cents per hour. (Stair builders inside and outside \$5 per day.)

The same to be paid weekly on or before 12 o'clock noon Saturday.

Working hours to be from 8 A. M. to 12 M., and from 1 P. M. to 5 P. M.

No work under any conditions to be executed between the hours of 12 o'clock noon and 5 P. M. Saturday.

Overtime and work on Sundays or legal holidays to be paid for at the rate of double time.

Only one apprentice allowed to every ten mechanics employed.

The employer shall at all times provide a suitable lockup for the safety of the tools of the mechanics employed.

Should the above conditions meet your approval, kindly sign same and forward to the office of the Joint District Council, 142 and 144 East Fifty-ninth street, on or before July 1, 1907.

The undersigned hereby agrees to the above conditions.

Signed.....

Address.....

Attest for the J. D. C. of U. B. of C. & J. of A. & A. S. of C. & J.:

.....

CARPENTERS, NEWBURGH.

Agreement made this 17th day of July, 1907, by and between the Employing Carpenters' Association and Local Union 301, U. B. C. & J. A., of Newburgh, N. Y., and vicinity, in order to insure a peaceable adjustment and settlement of any and all grievances, disputes and differences that may arise between an employer and members of Local Union No. 301:

Both parties to this agreement do hereby adopt as a basis of settlement the following plan:

Whenever a dispute arises between the carpenters and their employers, there shall be no strike or lockout called on job or jobs. The matter shall be arbitrated by the following plan:

The representatives of the union and the employers shall first try to adjust the difficulty, they failing to reach an agreement, each party to the contract shall choose one person. The two so chosen shall each choose one mutually agreeable, and these last two shall choose a fifth. The award to be by secret ballot and the decision to be final.

Both parties to this agree to abide by such award, and both parties do further agree to meet at least sixty days prior to the expiration of this agreement for the drafting of a new agreement. And all questions not

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.325

agreed upon within thirty days of the expiration of this agreement to be left to arbitration, as above specified.

The right to refuse to work with non-union men shall be subject to arbitration.

No member of Union 301 shall be permitted to go back and finish work from which he has been withdrawn by his employer on account of other union tradesmen working on the job.

HOURS OF LABOR.

That eight hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M.

That double time shall be allowed for all work done on holidays and Sundays and between the hours of 10 P. M. and 8 A. M., and time and one-half for all other overtime. It is further agreed that no work shall be performed on Sundays or holidays, except in cases of emergency. Holidays shall be Memorial Day, Independence Day, Thanksgiving Day, Christmas Day and New Year's Day. On Labor Day no member of Union 301 will be permitted to work.

The minimum rate of wages for carpenters on and after July 18, 1907, shall not be less than forty cents per hour for all regular working hours, and all carpenters shall be paid once a week, and when carpenters are discharged they shall be paid in cash or office order, but should office be out of town, time will be charged going to same.

No union carpenter shall work with non-union carpenter more than two days without reporting to shop steward. Job or shop steward wishing to examine workmen's cards, must do so before 8 A. M., noon hour, or after 5 P. M.

No union carpenter shall work for any person or persons not regularly engaged in the carpenter business for less than fifty cents per hour upon any construction, repairing or alteration of any building, except such men as are employed by firms or corporations not engaged in the construction or repairing of buildings.

The above rules take effect July 18, 1907, and continue in force until April 1, 1909.

CARPENTERS, NIAGARA FALLS.

This agreement, made this 5th day of March, in the year 1907, by and between the Builders' Association of Niagara Falls, N. Y., party of the first part (hereinafter called the Employer), and the Local No. 322 in behalf of the United Brotherhood of Carpenters and Joiners, party of the second part (hereinafter called the Employees),

WITNESSETH, as follows:

ARTICLE 1. This agreement shall take effect upon the first of April, 1907, and continue in effect until April 1, 1909.

ART. 2. If, at the expiration of this contract, either party intends to change any of the clauses of the same, six months' notice of such intended change shall be given the other party, else the contract shall continue in force until April 1, 1910.

ART. 3. Under this agreement eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 5 P. M., and the scale of

III.326 NEW YORK STATE DEPARTMENT OF LABOR.

wages for journeymen carpenters shall be forty cents per hour from July 1, 1907 to April 1, 1909.

Any labor performed before 8 A. M. or after 5 P. M. shall be paid for at the rate of time and one-half, except Sundays, Christmas, and New Year's, Fourth of July and Thanksgiving Day, which shall be paid for at the rate of double time.

ART. 4. There shall be a permanent board of arbitration appointed, three members from each party to this contract, to be designated in writing. The persons so appointed may be changed at any time by a new designation in writing. The six so appointed shall at once choose a seventh person to act as umpire in case of their disagreement, designating him in writing, and they may change the umpire or appoint a new one for a special case at any time by a like writing. In case of a disagreement between the six arbitrators, the decision of the umpire, agreeing with any three of them shall be final. All designations made under this article, and all decisions of such arbitration board, shall be filed with the secretary of the Builders' Association and the secretary of Local No. 322.

The duties of the arbitration board so composed shall be to settle all disputes resulting from the enforcement or a violation of this agreement.

ART. 5. The business agent of the union shall be recognized as the representative of the local, but he will not interfere in any way with the progress of work during working hours, except in case of a known violation of this agreement.

No member of the local shall quit work on account of a supposed violation of this agreement until the matter in dispute has been submitted to a meeting of the board of arbitration, provided the same is called in writing within twenty-four hours.

ART. 6. All employers represented in this agreement will pay their men weekly, either on Saturday or Monday, and not more than one day's pay to be retained.

ART. 7. If any of the clauses of the above agreement are violated and offending party does not enforce the decision of the board of arbitration, then this agreement shall be null and void.

CARPENTERS, POUGHKEEPSIE.

[Reported by union as signed by eleven employers.]

An agreement between the Master Carpenters and Local Union, No. 203, U. B. of C. and J. of A., from May 1, 1907, to May 1, 1908:

ARTICLE 1. Eight hours shall constitute a day's work.

ART. 2. The minimum wage shall be 43¾ cents per hour, or \$3.50 per day.

ART. 3. Between the hours of 6 P. M. and 11 P. M., 66 cents per hour shall be paid.

ART. 4. Between the hours of 11 P. M. and 8 A. M., 87½ cents per hour shall be paid.

ART. 5. All master carpenters sending their men outside the city limits shall pay their men transportation to and from the job, or pay wages equivalent to such transportation charges.

ART. 6. All carpenters and apprentices shall be properly equipped and ready to commence work at the proper time. They shall also be at shop or building in ample time to be taken to another place for work.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.327

ART. 7. All carpenters of Local Union No. 273 taking work independently or as master carpenters shall charge the same rate per hour (52 cents) as charged by the master carpenters of this city.

ART. 8. The members of Local Union No. 203 working for any master carpenter shall be paid for his work every week, said payment to be made, on Saturday and on the job where working.

ART. 9. Any boy of good moral character, between the ages of 17 and 21, may be taken as an apprentice to serve three years with one master carpenter (amount of work permitting), his wages for the first year to be \$6 per week and to be advanced each succeeding year until his term of apprenticeship expires. One boy to every five men or fraction thereof, may be taken on and Union No. 203 to have no jurisdiction over apprentices until they have been employed for three months.

ART. 10. No smoking will be allowed on any building or in any shop during working hours.

ART. 11. A committee of master carpenters shall meet a committee of Local Union No. 203 every year, between January 15 and February 1, for the purpose of discussing and arranging matters pertaining to the trade which will tend to the mutual interest of both employer and employee.

CARPENTERS, ROCHESTER.

Articles of agreement made and entered into between the Carpenter Contractors and Builders' Association of Rochester, N. Y., parties of the first part, and the Monroe County District Council of the United Brotherhood of Carpenters and Joiners, of Rochester, N. Y., parties of the second part; the same to take effect May 1, 1907, and remain in effect until May 1, 1908:

1. It is mutually agreed between the above named parties that eight hours shall constitute a day's work; that the working hours shall be from 8 A. M. to 12 M. and from 1 P. M. to 5 P. M., to be known as regular working hours.

2. It is further agreed between the above named parties that the minimum rate of wages shall not be less than \$3.25 per day for journeymen carpenters for regular working hours.

3. It is further agreed between the above named parties that work done on the following holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Sundays shall be paid for at the rate of double time; that all overtime must be paid for at the rate of time and a half.

4. The parties of the second part do further agree not to work for any person not regularly engaged in the carpenters' and joiners' trade for less wages than \$4.40 per day for regular working hours and not less than double time for hours known as overtime.

5. The parties of the second part do also further agree that, as a body they will not demand any advance of wages until the expiration of this agreement.

6. It is further agreed that no contractor shall employ more than one apprentice to each five journeymen in his employ, but shall be allowed the privilege of employing as many laborers as he sees fit; but in no case shall the said laborers be allowed to use carpenter's tools. Any one working at

III.328 NEW YORK STATE DEPARTMENT OF LABOR

the trade less than three years and being under the age of twenty-one years shall be classed as an apprentice.

7. And it is mutually agreed that if either of the parties wish to change this agreement at its expiration, they shall give at least three months' notice in writing.

Signed by the Executive Committee of the Carpenters Contractors' Association,

R. WILLIAMSON, *President.*

J. H. SCHOENHEIT, *Secretary.*

Signed by Executive Committee, Monroe County District Council of the United Brotherhood of Carpenters and Joiners,

JAS. M. FINLAY,

WM. CHALICE,

SAMUEL CURTIS,

O. MARSCHKE,

A. C. HARROLD,

M. J. O'BRIEN.

CARPENTERS, SARANAC LAKE.

[Reported by union as signed by three employers. Terminated dispute of May 1-11.]

This agreement made this first day of May, in the year 1907, by and between the Carpenter Contractors' Association of..... and all other carpenter contractors not members of said association, party of the first part (hereinafter called the employers), and the United Brotherhood of Carpenters and Joiners of America of Local Union No. 600 of Saranac Lake of the second part (hereinafter called the employees),

WITNESSETH as follows:

ARTICLE 1. That this agreement shall take effect May 1, 1907, and continue in effect until May 1, 1908.

ART. 2. If, at the expiration of this contract, either party intends to change any of the clauses of the same, four months' notice of such intended change shall be given one party to the other and the adjustment of the wage scale must be made on or before February 1, 1908.

ART. 3. Under this agreement nine hours shall constitute a day's work, to be performed between the hours of 7 A. M. and 5 P. M. The minimum rate of wages for journeyman carpenters and joiners shall remain unchanged from that heretofore paid for ten hours work, and all work performed before or after said hours shall be paid for at the rate of time and one-half; except Sundays, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, which shall be paid for at the rate of double time. All those who may be incapacitated through old age or from any cause, their wages shall be such as may be mutually agreed upon between the employer and his employee, subject to the approval of the arbitration committee.

ART. 4. There shall be a permanent board of arbitration appointed, three members from each party to this contract. All designations made under this article and all decisions of such arbitration board shall be filed with the secretary of the Carpenter Contractors' Association and with Local Union

No. 600 of Saranac Lake of the United Brotherhood of Carpenters and Joiners. Should any problem arise for adjustment between the parties to this agreement upon the request of either party a conference must be held for the adjustment of said differences within twenty-four hours from the receipt of such request. The duties of the arbitration board so composed shall be to settle all disputes resulting from the enforcement or violation of this agreement. The decisions of this joint arbitration board shall be binding upon both parties to this agreement.

ART. 5. There shall be no sympathetic strikes for any cause whatever during the life of this agreement.

ART. 6. All employers represented in this agreement will pay their men weekly on their regular pay day.

CARPENTERS, TUXEDO AND SLOATSBURG.

[Reported as signed by seven employers.]

Agreement between the Master Carpenters and Tuxedo Local Union, No. 389, United Brotherhood of Carpenters and Joiners of America.

It is hereby agreed to by the master carpenters (hereinafter designated the employers) of Tuxedo, Sloatsburg and vicinity, and Local Union, No. 389, U. B. of C. & J. of America.

SECTION 1. That from May 1, 1907, to May 1, 1908, the hours of labor shall be eight (8) hours each day for the first five days, commencing Monday, and on Saturdays four (4) hours, making forty-four (44) hours for a week's work, at a minimum rate of wages of forty-one (41) cents per hour for journeyman carpenters. And no member of this united brotherhood shall do any work between the hours of 12 o'clock noon and five o'clock P. M. on Saturdays, except such as may be necessary to save life or prevent loss of property.

SEC. 2. That said employers shall employ none but members of the United Brotherhood of Carpenters and Joiners of America, in good standing in their respective local unions.

SEC. 3. No member of the union shall be discharged for inquiring after the cards of journeyman carpenters and joiners on any jobs of the employers, nor shall any business agent be interfered with when visiting any building under construction.

SEC. 4. Any member who has not worked four (4) years at the trade is allowed to make his own rate of wages and must report same to his local union.

SEC. 4b. That hereafter no apprentice shall be admitted into the local, nor employed as such, by any employer, if he be above the age of twenty-one (21) years. And before he shall be allowed to learn the trade, he shall sign an indenture with some recognized employer wherein he shall agree to bind himself to said employer for the term of three (3) years. And the said employer shall agree to teach said apprentice the craft of a carpenter and joiner, Local Union 389 being a party to said indenture, and the said apprentice shall receive as wages during the term of his apprenticeship as follows, viz.: For the first year, one dollar (\$1) per day; for the second year, one dollar and fifty cents (\$1.50) per day; for the third year, two

III.330 NEW YORK STATE DEPARTMENT OF LABOR.

dollars (\$2) per day, and at the end of his apprenticeship he shall be entitled to the full union scale of wages as a journeyman carpenter and joiner.

SEC. 5. That no member of the union shall do any work for any owner under the employers' prices.

SEC. 6. That the employers will meet a committee from the local union the last week in November with full power to consider and make the yearly agreement to take effect at the expiration of this agreement.

SEC. 7. No member of the union shall go on strike, nor shall any employer lock-out any member of this union for any grievance, but the same shall be submitted to an arbitration board to consist of four (4) members, two (2) chosen by the employers and two (2) chosen by the local union, these four (4) members to choose an umpire, and a decision of a majority of the board, or of the umpire, to be final and binding on both parties.

SEC. 8. Time and one-half shall be paid for all dipped shingles and creosote work. Double time for all overtime and the following holidays, viz.: Decoration Day, Fourth of July, Labor Day, Christmas Day and all Sunday work.

SEC. 9. The weekly pay day.—The employers shall pay their employees' wages every Saturday before twelve (12) o'clock noon.

CARPENTERS, WARWICK.

[Terminating dispute of April 8-30.]

WARWICK, N. Y., May 1, 1907.

Contract between Local Union, No. 1141, of Warwick, N. Y., and contractor of Warwick, N. Y.

Said union is to withdraw all fines imposed on James H. Shimer and George M. Baird and reinstate them, provided their back and regular dues are paid to date of this agreement. Also said firm of Welch Bros. does hereby agree to employ union labor and conduct a union shop under union rules, and in case the said firm violates said rules during the term of this contract said firm agrees to pay the fine of \$50 as imposed on said James H. Shimer and George M. Baird. It is also agreed that all carpenters working for said firm shall fill out an application blank and send to next regular meeting of this order or the next meeting following. It is also agreed that all men employed by Welch Bros. shall be taken as members of the order as agreed by the committee in charge.

The hours shall be nine hours for each working day except Saturday. Saturday, eight hours. Time and one-half to be allowed for all time over regular hours. Usual legal holidays to be observed. The minimum wages are \$2.50 per day of nine hours.

It is agreed that said firm has the right to discharge any man whom they may think is not capable of earning his wages. It is also agreed that any contractor who uses tools or works with his men may become a member of this order and have same privileges as any other member. It is also agreed that any change in wages or hours shall be made known to the contractor at least three months in advance.

This expires May 1, 1908.

CARPENTERS, WHITE PLAINS.*

This agreement made and entered into this first day of April, 1907, by and between the Master Builders' Association, parties of the first part, and Local Brotherhood of Carpenters and Joiners of America, parties of the second part:

WITNESSETH: That both parties mutually agree to all of the following articles of agreement.

ARTICLE 1. That all employees working as carpenters, bench hands, stair builders and machine hands shall be recognized members of the United Brotherhood of Carpenters and Joiners of America.

ART. 2. That eight (8) hours shall constitute a day's work, from Monday to Saturday inclusive, to be worked between the hours of eight (8) A. M. and five (5) P. M., except from the 11th of May, including June, July, August and ending on the fourteenth (14th) of September. The hours to be worked on Saturday shall be from 8 A. M. to twelve (12) noon, working forty-four (44) hours per week. Saturday, no members shall be permitted to work at their trade for any employer or any other person between the hours of twelve (12) noon, and five (5) P. M. during half-holiday months.

ART. 3. Wages from April 1, 1907, to April 1, 1908, journeymen, forty-seven (47) cents per hour minimum; improvers, thirty-four (34) cents per hour minimum; time and one-half for overtime, double time for Sundays and the following holidays: Memorial Day, Independence Day, Thanksgiving Day and Christmas Day. Labor Day no union man will be permitted to work.

ART. 4. Payments shall be made in full every Saturday on or before four-thirty (4:30) P. M. on the job. Except if the contractor has a shop or office in the village of White Plains he may pay at shop or office on or before 5:30 P. M. Except and starting with the 11th of May, and to continue until the 14th of September, during the above months the employer shall pay in full every Saturday on or before 12 o'clock noon, or one (1) P. M. at his shop or office, if said office is in White Plains village, otherwise payments shall be made on the job. Any employer failing to pay off in full by the time specified above shall pay men waiting time, at the rate of time and one-half for waiting time. It is further agreed that if any member of the Master Builders' Association desires to pay bi-weekly, he shall so inform his men. They must all meet at his shop or some other place, and vote by secret ballot on the question, the vote to be taken by foreman and one other man selected by the other men working for said employer. The two men taking vote shall keep a correct account of votes and report result to employer, if the majority of members vote in favor of payments every week, employer shall pay in full every week. If Saturday falls on legal holiday, payments shall be made the day before, during hours above specified. Positively no payment to be made with checks, and under no consideration will payments be allowed in hotels and saloons. Any member laid off or discharged must be paid in full at once.

ART. 5. When men are sent to jobs one mile and a half from the court house, or jobs are one mile and one-half from railroad station or trolley, employer shall pay car fare to and from job each working day, or carry men by vehicle to and from such job each working day.

* See also general agreement under " Building Trades " above.

III.332 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 6. No employer shall sub-contract any work in the building line to a journeyman.

ART. 7. That not more than two (2) members of any firm shall be permitted to handle tools at the trade. Members of any firm not to work any more hours than journeymen employed by any other employer. Any member of the united brotherhood who may work for other than a recognized builder or contractor must demand and receive payment at the same rate as charged by employers, except when working under a foreman he may work for the minimum rate.

ART. 8. That the business agent shall have the privilege of visiting all jobs and shops at all times for the purpose of examining members' cards, or any other business pertaining to this agreement. Members are not allowed to work before or after the regular working hours for any person other than the one he is regularly employed by.

ART. 9. One improver shall be allowed for each five journeymen employed. Positively no improvers shall be permitted to work for any employer unless he has five journeymen employed.

WAGES AND RULE FOR APPRENTICE BOYS.

ART. 10. Boys' wages, minimum for first year, \$1.25 per day; second year, \$1.75, minimum; third year, improvers' wages. Boys to work same hours as journeymen. Not more than one apprentice boy will be allowed to a shop unless the employer has in his employment an average of twenty (20) journeymen employed during the entire year. After the boy has served two (2) years he shall be classed as an improver, and so paid. The employer will then have the privilege of putting on another apprentice boy, providing he employs five or more journeymen. All boys starting at the trade on or after the 1st of April, 1907, shall sign papers for three (3) years, the first (1st) and second (2d) years he shall be kept employed and paid full time unless he absents himself through sickness or other cause; the third (3d) year he shall be classed as an improver, and so paid. No boy to start to work for employer unless he has a privilege card from the Local Union No. 53, or the business agent. No boy to start at trade before the age of seventeen (17) or after twenty-one (21) years of age. Employer to take boy on trial for thirty (30) days, when, if he proves satisfactory, all parties interested shall sign apprentice papers or contract. Apprentice boys shall at all times be subject to the working rules and laws of Local 53.

ART. 11. That all differences between the employers and employees shall be referred to an arbitration committee of six (6), three (3) from the Master Builders' Association, and three (3) from the United Brotherhood of Carpenters and Joiners, Local Union 53. Upon complaint being made against any member of the Master Builders' Association, the secretary of the union shall immediately notify the president or secretary of the Master Builders' Association, who will at once notify the members of the arbitration committee of his association to meet arbitration committee from Local Union 53, each organization to notify its own witnesses. Party making complaint must furnish place of meeting and set the time for same. In case of complaint by the Master Builders' Association against any member or members of Local Union 53 the same course shall be taken.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.333

ART. 12. No strike or lockout shall be ordered pending the decision of the arbitration board, which must be held within forty-eight (48) hours after the complaint has been made, time to start from time of delivery by representative of either organization. In case of vote resulting in a deadlock or tie, the board shall choose by a majority vote a referee. Said referee to be selected at the first meeting of the board. The whole matter shall be presented to the referee within twenty-four (24) hours, and he must render a decision within twenty-four (24) hours after the case has been argued before him. The decision rendered by referee must be final and binding on both parties.

ART. 13. It is mutually agreed by both parties to this agreement that if we violate any of the said rules and agreements, and charges are preferred against us in writing, and if found guilty by the arbitration board or referee, we will pay in full any fine as may be imposed within fifteen days from date of decision to parties making charges.

ART. 14. Any party violating any of these agreements and found guilty by the arbitration board, and failing to comply with the decision of said board, shall be declared unfair.

ART. 15. We, the parties of the first part, agree that when new agreements are presented for the consideration of the Master Builders' Association that we will at once appoint a committee of three (3) to consider such agreements and give a definite answer as to whether we will accept or reject the same within ninety (90) days from the date of receiving same.

ART. 16. We, the parties of the second part, agree that we will not make any demands for hours or wages before giving at least six (6) months' notice previous to the enforcement of such demands.

COMMITTEES ON AGREEMENTS.

For Master Builders' Association:

JOHN EMBERSON,

GEO. L. MILLER.

For L. U. No. 53, U. B. of C. and J.:

JOSEPH G. KNAPP,

W. N. MABEE,

CHAS. R. HUNT.

COMPRESSED AIR WORKERS, NEW YORK CITY.

[Reported by union as signed by three firms.]

*An agreement made and entered into by and between the firm of.....
.....and the International Compressed Air
Workers of America,*

WITNESSETH:

1. That from the first day of May, 1907, eight hours constitute a day's work, on Mondays, Tuesdays, Wednesdays, Thursdays, Fridays and Saturdays of each week, including thirty minutes for dinner.

2. That all labor performed on legal holidays, including Sundays, shall be entitled to an advance of fifty per cent, whether in or out of the caisson.

3. That minimum rate of wages for pressuremen shall be as follows: Up to 50 feet, \$3.50 for one 8-hour watch, including 30 minutes for dinner; from

III.334 NEW YORK STATE DEPARTMENT OF LABOR.

50 to 60 feet, \$3.75 for two 3-hour watches; from 60 to 70 feet, \$3.75 for two 2-hour watches; from 70 to 80 feet, \$4 for two 1-hour-and-30-minute watches; from 80 to 90 feet, \$4.25 for two 1-hour watches; from 90 to 95 feet, \$4.50 for two 45-minute watches; from 95 to 100 feet, \$4.50 for two 40-minute watches.

From starting of concreting of air chamber, 50 cents extra per day shall be paid.

All depths to be measured from standard high tide, as established by the engineers of this port.

4. In case a gang is called out of the caisson, each man of the said gang be allowed full time for the said watch.

5. The minimum rate of wages for outside lock-tenders shall be \$3.50 for eight hours.

6. Foremen shall receive \$1 per day extra and assistant foremen shall receive not less than 50 cents per day extra.

7. That all employees shall be paid on Saturday of each week, up to and including the previous Thursday.

8. The minimum rate of wages for outside work shall be \$3.50 for eight hours.

9. That the firm of agrees to employ only members of the I. C. A. W. U. of A. or such others as will be recognized by them throughout the United States.

10. That in case labor is required to weight down the caisson during the sinking, the members of the I. C. A. W. U. of A. in the employ of the firm of shall have the preference.

11. Any disputes that may arise, notice shall be given in writing by the party aggrieved within twenty-four hours after the same.

Upon the failure of the party notified to adjust the said disputes, the same shall be submitted to arbitration.

12. All disputes to be arbitrated to a joint board of arbitration, consisting of three persons selected by the firm of with three members of the I. C. A. W. U. of A.: this board, failing to agree, shall select an umpire, whose decision shall be final and binding on both parties.

13. That a dressing-room with hot water, soap, towels and coffee (made without steam) be furnished to the men on leaving caisson. The temperature of said room to be regulated according to the weather.

Also a day and night man to take charge of said room.

14. In case an employee is required to work outside, ample time will be given to change clothes after leaving caisson.

15. That all foremen of the I. C. A. W. U. of A. have the privilege of hiring their own men.

16. That this agreement is to continue in force from the first day of May, 1907, until the first day of May, 1908, and if any change is contemplated by either party, notice in writing shall be given by the party desiring such change, at least three months prior to the expiration of this agreement.

17. That all men of the I. C. A. W. U. employed by said company to work outside of New York city, that transportation and expenses be paid both ways, wages to start from time said men reach job, and any company ordering men from said union will give union at least three days' notice for number of men needed.

DERRICKMEN AND RIGGERS, NEW YORK CITY.

Articles of agreement mutually made and entered into the 20th day of May, 1907, by and between the authorized representatives of above associations, said agreement to begin June 1, 1907, and expire January 1, 1908.

ARTICLE 1. Employing stone setters agree to employ none but members of United Derrickmen and Riggers' Association, except when said association cannot supply the demand, then Employing Stone Setters' Association can hire any man who is competent, but same shall be laid off when a member of United Derrickmen and Riggers' Association applies for employment.

ART. 2. Employing stone setters agree that standard scale of wages will be \$3.75 per diem, double time for all overtime and holidays as prescribed in the constitution and by-laws of United Derrickmen and Riggers' Association.

ART. 3. United Derrickmen and Riggers' Association agree to refrain from participating in any sympathetic strikes and withdraw from other associations inimical to peace and harmony in the industry.

ART. 4. Eight hours shall constitute a day's work, from 8 A. M. to 5 P. M.; Saturday from 8 A. M. to 12 M., except in the event of a truck of stone being delayed by an unforeseen accident, viz., a breakdown.

ART. 5. United Derrickmen and Riggers' Association agree that all new members taken in after June 1, 1907, shall be classified as probationary members, and shall receive fifty cents less per day than standard scale for a period of six months after which they shall be paid standard scale.

ART. 6. United Derrickmen and Riggers' Association agrees to allow any person whom Employing Stone Setters' Association deems fit to mix mortar, but must not do any work at derricks, such as unloading stone.

ART. 7. United Derrickmen and Riggers' Association reserves the right to discipline its own members for any charge preferred against them.

ART. 8. Business agent of United Derrickmen and Riggers' Association to be allowed free access to all buildings to examine cards of members.

All disputes arising between Employing Stone Setters' Association and members of United Derrickmen and Riggers' Association must be referred to special grievance committee.

ELECTRICAL WORKERS, ITHACA.

[Terminating in part dispute of Oct. 30-Nov. 13.]

This agreement, made and entered into this 27th day of October, 1906, by and between the Electrical Contractors of Ithaca, N. Y., party of the first part, and Local Union No. 409 of the I. B. E. W. of America, party of the second part, hereinafter called the union.

WITNESSETH: That the parties hereby agree to and with each other as follows:

1. Eight (8) hours shall constitute a day's work, from 8 A. M. till 12 M., and from 1 P. M. till 5 P. M.

2. All over eight hours per day and night work up to 12 P. M. shall be paid for at the rate of time and one-half. After 12 P. M. and on Sundays and holidays mentioned in this agreement double time shall be paid.

3. The legal holidays for the purposes of this agreement shall be New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day,

III.336 NEW YORK STATE DEPARTMENT OF LABOR.

and Christmas Day, and when any of the above days fall upon Sunday the following day shall be observed.

4. The minimum rate of wages shall be \$2.50 per day for journeymen. And it is absolutely understood that no journeyman will be allowed to work for less.

5. Wiremen will report at shop, or on job if contractor directs, ready to begin work promptly at 8 A. M. and at 1 P. M. on any work in city limits. Jobs located without the city limits, the contractor shall provide car fare to the point nearest the work on the going trip in the morning and on the return trip at the close of the day's work.

6. A journeyman is one who has served three (3) years at the business, one year as a helper and two years as an apprentice, and has passed the examination required by the local.

7. There shall be but one helper or apprentice to every journeyman employed, said contractor to be considered as a journeyman.

8. An apprentice or helper shall not be worked except under the personal direction of a journeyman, the working rules governing helpers or apprentices shall be the same as those governing journeymen. No helper or apprentice shall be allowed to work more than three months without being registered by and obtaining a working card from this union.

9. Contractors shall furnish all tools for conduit work, except wrenches fourteen (14) inches and under, also drills and bits over eighteen inches long, and all special tools.

10. Members of this union shall work on any jobs taken by the contractors, provided there are no non-union electricians employed by the same contractor, and members of this union will refuse to work on any jobs sublet from a firm while in difficulty with this union.

11. The party of the second part will see to it that the doing of electrical work in this city by any others than members of Local Union No. 409 is stopped so far as it lays in their power.

12. No member of the union shall be allowed to do any electrical work which properly belongs to the party of the first part while in their employ, and it is distinctly understood that not more than one member of a contracting firm will be allowed to do electrical work outside the shop or store.

13. Wiremen working out of town will be allowed their traveling expenses and also extra living expenses.

14. Workmen shall be paid on Saturday of each week, with their pay placed in an envelope with their name, number of hours, and amount of wages plainly marked on the outside of the envelope.

15. No contractor shall employ anyone on electrical work covered by these regulations who is not in possession of a paid-up card of Local Union No. 409 of Ithaca, N. Y., or an unexpired permit duly authorized by said local; men working under a permit shall be governed by the working rules of this agreement.

16. No member of this union shall be allowed to work for a contractor who refuses to sign this agreement and said union will do all in its power to have such contractor declared unfair.

17. Members of this union agree not to participate in any sympathetic strikes whatsoever.

18. This agreement shall be in full force and effect subject to change or termination as provided for in article 19.

19. Any difference of any nature whatsoever arising out of this agreement shall be referred to an arbitration committee of five (5) men, to be composed of two (2) members of the party of the first part and two (2) members of the party of the second part, who together shall select the fifth (5th) member. The decision of this committee shall be final and binding.

ELECTRICAL WORKERS, NEW YORK CITY.

*It is hereby agreed by and between
party of the first part, hereinafter called the employer, and the Inside
Electrical Workers of Greater New York, party of the second part, here-
inafter called the union, as follows:*

ARTICLE 1. That this agreement shall apply only to all electrical work undertaken by the party of the first part within the territory covered by Greater New York.

ART. 2. That this agreement shall continue in force until January 1, 1909, and if any change is contemplated by either party at its termination, notice in writing shall be given by the party contemplating such change at least six months prior to the expiration of this agreement. After such notice has been served, a conference shall be held within two weeks, such notice to be legally served upon either party, and, if no such notice is received at least six months prior to the expiration of this agreement, it shall continue in force from year to year, subject to a similar six months' notice.

ART. 3. That the party of the first part shall employ only members of the union as journeymen and helpers to do electrical work in any building, structure or ship, and that, in consideration of such exclusive employment, the union agrees that its members will not work for anyone not regularly engaged in the business of electrical contracting, such forming the principal part of their business, it being understood that this does not apply to abrogate any existing agreement of the I. B. E. W.

ART. 4. That in case of any disagreement as to the true intent and meaning of any part of this agreement, or in case of any claim of violation of any part of same by either party, such party shall notify in writing the party complained of immediately. Such notice to be legally served, and a conference shall be called within twenty-four hours. If the conference disagrees, they shall select an umpire, and each side shall then make its argument before the umpire, who shall within twenty-four hours thereafter render his decision. Said decision shall be final and binding upon both parties.

Notwithstanding anything apparently to the contrary in this agreement, it shall be distinctly understood that any decision under the general arbitration plan of the Building Trades Employers' Association and the unions, parties to the arbitration plan, shall govern in the matter of jurisdiction of trade.

ART. 5. That as all differences under this agreement are to be settled by arbitration, no strike or lockout shall be ordered by either party hereto as against the other for any grievances whatsoever, it being understood, however, that any sympathetic strike or lockout, in which either party is obliged to take part on account of its affiliation with any central body of employers or employees, shall not be considered a violation of this agreement.

III.338 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 6. All applicants for membership in the union shall go before the executive board of the union, with proper credentials, and shall be obliged to pass an examination by the joint board of examiners. Such examination shall be final.

ART. 7. That no rules or by-laws shall be made or continued in force by either party which in any way conflict with the provisions of this agreement.

ART. 8. The hours of labor shall be eight hours per day, to be performed between the hours of 8 A. M. and 5 P. M., and on Saturday, 8 A. M. to 12 noon.

ART. 9. Any labor performed before 8 A. M. or after 5 P. M. shall be paid for at double the regular rate of wages.

All labor performed on Sundays or legal holidays and Saturday half-holiday shall be paid for at double rate of wages.

ART. 10. Workmen shall be divided into three classes — journeymen, helpers and apprentices, as follows:

Journeyman — A man who has worked at the electrical construction business, as described in article 3, at least four years, and passed the examination provided for herein and has been admitted to the union.

Helper — A man who has worked at the electrical construction business, as described in article 3, more than two years, and passed the examination provided for herein and has been admitted to the union. After having worked for four years in the business, a helper shall take the examination for journeyman provided for herein, paying the regular examination fee.

Apprentice — A boy under nineteen years of age. After serving two years at the business, apprentices shall take the examination provided for herein, paying the regular examination fee; having passed the required examination, they shall be admitted to the union. Apprentices failing to pass the regular examination shall be given a second trial within six months. The employer shall be entitled to one apprentice for each ten union men he has employed weekly, on an average for the past two years. These apprentices shall not be allowed to connect machines, switchboards, panel boards, switches or fixtures.

ART. 11. The employer is entitled to one helper for each journeyman employed.

ART. 12. Helpers may do journeymen's work while actually employed in assisting a journeyman. Apprentices shall be allowed to do any work not stipulated in article 10.

ART. 13. All members of the union shall be paid weekly and before regular time of stopping work, and not more than three days' pay shall in any case be held back in any one week.

ART. 14. In going from his shop to his work and from his work to the shop and from job to job, each workman shall receive from his employer the necessary car fare, and shall be paid for the time consumed in said trips.

ART. 15. All workmen shall be paid for the time they are actually at work in the borough of Manhattan, the borough of the Bronx west of the Bronx river, Long Island City, and Brooklyn within the old city line, which territory shall be known as the City District.

ART. 16. Any workman employed outside the City District and within the territory covered by this agreement, shall receive from his employer traveling expenses to and from the place at which the work is located, for as many trips as he is directed by his employer to make, and shall receive regular

wages for all regular time consumed in such trips. If directed by the employer to board at the place where the work is located, the necessary board shall be paid by the employer. If the workman leaves his work before it is completed, and without the consent of his employer, it shall be on his own time and at his expense.

ART. 17. If the workman is employed on work outside the City District, and resides near such work, he shall report at the regular time and receive no car fare.

ART. 18. Workmen going to their work in Greater New York, outside the City District, are to take the boat, train or car leaving that point of the boundary line of the City District nearest said work, as directed by their employer, going on boat, train or car arriving at said work nearest 8 A. M. and returning take boat, train or car leaving said work nearest 5 P. M.

ART. 19. Wages shall be as follows: Journeymen, four dollars (\$4) per day until January 1, 1908, after January 1, 1908, four dollars and fifty cents (\$4.50) per day; first year helpers, not to exceed one dollar and fifty cents (\$1.50) per day; second year helpers not to exceed two dollars and twenty cents (\$2.20) per day.

ART. 20. Switchboards may be delivered and erected at the job by manufacturers of same, but all wiring on and to the board shall be done by members of the union.

ART. 21. Foremen shall be considered the representatives of the employer. They shall, however, see it that men employed by them hold clear cards in the union. In case a member of the union is disciplined by the union for any act done by him in the interest of his employer, such member of the union shall have the right of appeal to the arbitration board.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their duly authorized agent on the twelfth day of March, 1907.

On the part of the employer.

Electrical Con. Association,

JAS. R. STRONG,

WM. PEET,

F. N. COMSTOCK,

J. C. HATZEL,

E. S. KIEFER,

CHAS. EIDLITZ.

On the part of the union.

I. B. E. W.,

JOHN E. O'CONNOR,

JOHN J. McLAUGHLIN,

W. D. GODSHALL,

G. C. KING,

F. J. McNULTY.

ELECTRICAL WORKERS, WHITE PLAINS.*

It is hereby agreed by and between the Master Builders' Association, party of the first part, hereinafter called the contractors, and the International Brotherhood of Electrical Workers' Local No. 505, party of the second part, hereinafter called the union.

1. That this agreement shall apply to all work undertaken by the electrical contractors of the Master Builders' Association, in the district of White Plains and vicinity.

2. That this agreement shall continue in effect from date of signing, until March 31, 1908, and if any change is contemplated by either party at its

* See also general agreement under "Building Trades" above.

III.340 NEW YORK STATE DEPARTMENT OF LABOR.

termination, notice shall be given by the party contemplating such change at least six (6) months prior to the expiration of this agreement.

3. That the electrical contractors of the Master Builders' Association shall employ only members holding the recognized "I. B. E. W." cards of Local No. 505 as journeymen and helpers (to do electrical work as follows: Installing private fire, burglar alarm annunciator and telephone systems; wiring in and wiring and installing conduit in buildings; wiring, assembling, hanging, and connecting all electric, and combination fixtures; wiring all electric signs; installing all electric motors and wiring for same, also electrical moulding and all runways for wires; all cutting of channeling made necessary by the introduction of electrical devices herein specified; also any work rightly belonging to the electric trade.)

4. In consideration of such employment designated in article 3, the union agrees that none of its inside electrical workers will work for any electrical contractor who does not sign and conform to an agreement similar to this.

5. That the hours of labor shall be eight (8) per day, and be performed between the hours of eight (8) A. M. and five (5) P. M., and on Saturdays from eight (8) A. M. until twelve (12) o'clock noon, from the second Saturday in May until the second Saturday in September, inclusive. Any labor performed before eight (8) o'clock A. M. or after five (5) P. M. shall be paid for at time and one-half time. All work performed on Sunday and the following holidays: Decoration Day, Independence Day, Thanksgiving Day and Christmas, shall be paid for at double rate of wages. Labor Day no union man will be allowed to work.

6. That workmen shall be divided into two (2) classes, viz.: Journeymen and helpers. Each employer or firm is entitled to one (1) helper to one (1) journeyman. No contractor shall hire any apprentice unless he is registered in this local.

7. A helper may do journeyman's work only when actively assisting a journeyman.

8. All members of the I. B. E. W., Local 505, shall be paid in full weekly before 5:30 o'clock P. M., and on Saturdays from the 11th of May until September 14th payments shall be made before one (1) o'clock. Any waiting time shall be paid for at time and one-half time. Under no consideration shall payments be made by check, or in a hotel or saloon.

9. In going from his work to shop, or from shop to work, or from job to job, each workman shall receive the necessary carfare and shall be paid for the time consumed in such trips. If directed to board at a place where work is located, employer shall pay all necessary board. Workman going to their work outside of village limit or out of town shall take train or car nearest eight (8) o'clock in the morning, and on returning shall take train or car nearest time of stopping work. In going to jobs in a direction where no train or car goes, which is one mile and a half or more away from court house, contractor shall furnish a suitable vehicle to take workmen to such jobs.

10. That the business agent of Local 595, "I. B. E. W.," shall have the privilege of examining cards of members at all times in the shop and on the job.

11. Wages shall be as follows: Journeymen, \$3.75 per day, minimum: helpers, starting in. \$1.50 per day, minimum, until they have served six (6) months at the trade, then they shall receive \$2.20 per day minimum.

12. It is hereby agreed that all differences between employer and employees shall be referred to an arbitration committee of six (6) — three (3) from the Master Builders' Association and three (3) from the union. Upon complaint being made against any member of the Master Builders' Association, secretary of the union shall immediately notify the president or secretary of the Master Builders' Association, who will at once notify the members of the arbitration committee of his association to meet the arbitration committee of the Union, each organization to notify its own witness. Party making complaint must furnish place of meeting and set the time for same. In case of a complaint by the Master Builders' Association against any members of the union, the same course will be taken. No strike or lockout shall be ordered pending the decision of the arbitration board, which must be held within forty-eight (48) hours after complaint has been made, time to start from time of delivery by representative of either organization. In case of vote resulting in a deadlock or tie, the master builders shall apply for a committee from the advisory board. Said committee to be elected at the first meeting of the board. The whole matter to be presented to the committee within twenty-four (24) hours, and they must render a decision within twenty-four (24) hours after the case has been argued before them. The decision rendered by said committee must be final and binding on both parties. It is mutually agreed by both parties of this agreement that if we violate any of the said rules and agreements, and charges are preferred against us in writing, and if found guilty by the arbitration board, we will pay such fine as may be imposed within fifteen (15) days, the full amount to persons making charges. Any party violating any of these agreements, and found guilty, and failing to comply with the decisions of the said board, shall be declared unfair. If any question or dispute cannot be settled satisfactorily by the committee from the advisory board, the matter shall be referred to the District Council No. 2 of the First District of New York, New Jersey and vicinity, as per section 8, article 26, of the I. B. E. W. constitution.

Signed,

P. J. McNULTY, G. P.,
THEO. EYTH,
JAS. JOYCE,

GEO. MILLER,
JOHN EMBERSON,
Master Builders.

Local No. 505.

EXCAVATORS AND ROCKMEN, YONKERS.

[Reported as signed by thirty contractors.]

This agreement, made and entered into this day of, 1907, between the Rockmen and Excavators' Union, No. 12,438, of the A. F. of L., party of the first part, and the firm of party of the second part,

WITNESSETH:

1. The said party of the second part agrees to employ none but members in good standing of the said party of the first part.

2. The said party of the second part further agrees to pay his employees, who are to be members of the said Rockmen and Excavators' Union above mentioned, employed as excavators, at the rate of twenty-two (22) cents per hour; and employees, who are to be members of the said rockmen and excavators'

III.342 NEW YORK STATE DEPARTMENT OF LABOR.

union above mentioned, employed as rockmen, at the rate of twenty-eight (28) cents per hour.

3. The said party of the second part further agrees to pay to the said employees, who are to be members of the said Rockmen and Excavators' Union above mentioned, time and a half for overtime, for Sundays and for the following holidays, to wit: January 1st, February 12th, February 22d, May 30th, July 4th, the first Monday in September, Thanksgiving Day, December 25th and general election day.

4. The said parties to this agreement agree that nine (9) hours shall be considered a working day on all private work, and eight (8) hours a working day on all public works.

5. The said party of the second part further agrees to pay his said employees, who are to be members of the said Rockmen and Excavators' Union above mentioned, at least every two weeks, and at the place where the said employees are working.

6. The said party of the first part, meaning the members of the said Rockmen and Excavators' Union, agrees not to work for any contractor, builder, firm or any other person or firm, who may owe the said party of the second part above mentioned any moneys for excavating work; but no action of this nature shall be taken by the said party of the first part until proper evidence of such claim has been submitted.

7. The said party of the second part further agrees to allow any delegate of the said party of the first part to go on the job at any and all times, and be recognized by the said party of the second part in the matter of collecting wages and enforcing the rules of the union.

8. This agreement is to go into full force and effect on the signing of the same, and to continue for one (1) year thereafter.

LABORERS, BUILDING, ALBANY.

Articles of agreement entered into this 21st day of March, 1907, by and between the Master Masons of Albany, N. Y., party of the first part, and Building Laborers' Union, No. 190, of Albany, N. Y., party of the second part:

ARTICLE I.

SECTION 1. Eight hours shall constitute a day's work, commencing at 8 o'clock A. M. and ending at 5 o'clock P. M., with one hour for dinner.

SEC. 2. The wages of all members of the party of the second part shall not be less than thirty-two cents per hour. Extra compensation for all overtime shall be as follows: From 5 P. M. until 8 A. M. including Sundays and holidays shall be paid as double time. It is agreed that the members of the Laborers' Union will get material ready for jobbing work before eight in the morning, at single time pay. To take effect the first day of May, 1907, and to remain in effect until May 1, 1908. It is further agreed that the members of the party of the second part, will not charge more than the last year's scale of thirty cents per hour, on any uncompleted work taken prior to January 1, 1907.

ARTICLE II.

SEC. 1. It is agreed that the Master Masons of Albany, N. Y., parties to this agreement, shall employ none but members of Building Laborers' Union No. 190, of Albany, N. Y., to do the following work: Making of concrete

for foundations; putting in of same in a manner suitable to the boss; the screening of sand for mortar; making of same and tending bricklayers, masons and plasterers with all the necessities required for construction and repairing of building.

SEC. 2. In cases where the party of the second part cannot furnish sufficient union men, the party of the first part can employ others than members of the union of party of the second part, with a guarantee that they become members of the union of the party of the second part, provided they are competent to do the work.

SEC. 3. This agreement shall remain in effect for one year beginning May 1, 1907, and ending May 1, 1908. Either party to this agreement desiring a change shall give not less than a thirty day notice, and if no notice is given by either party, this agreement shall continue in effect for another year.

LABORERS, BUILDING, NEW YORK CITY.

Agreement made and entered into between Bricklayers' Executive Board of Greater New York and the Laborers' Union Protective Society of the Boroughs of Manhattan, Bronx, Brooklyn and Queens:

NEW YORK, April 25, 1907.

SECTION 1. That the wages of the members of the L. U. P. S., shall be thirty-seven and one-half cents per hour for eight hours per day for five days, and four hours on Saturday, and the hours of labor shall be from 8 A. M. to 5 P. M. for five days, with one hour for lunch; the lunch hour to be from 12 M. to 1 P. M. The hours of labor on Saturday from 8 A. M. to 12 M.; all other time shall be considered overtime, and be paid for at the rate of time and one-half, except the lunch hour. Sundays and the following holidays: Washington's Birthday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, shall be paid for at the rate of double time.

SEC. 2. That all foundations, concrete deafening of floors and all rough concreting above all block or brick arches, and all rough concreting of cellar floors, signalling for the hoisting or lowering of building materials, wheeling or carrying bricks or mortar and all metropolitan systems of fireproofing, cleaning floors, handling building materials in or about the building under construction, also scaffold building and center hanging for bricklayers to work on, men mixing, tempering or distributing mortar shall start at ten minutes before 8 A. M. and five minutes before 1 P. M.

SEC. 3. That the concreting of all caissons shall be done by members of the L. U. P. S., and shall be governed by the above rules, caissons where air locks are used, excepted. Caissons where air locks are used, three shifts are permitted, eight hours to a shift, with half hour for lunch, the lunch time to be paid for. Sundays and holidays are to be paid for at the rate of double time.

SEC. 4. That when bricklayers commence on a job and hand pumps are used for pumping water, members of the L. U. P. S., shall have exclusive right to operate the same.

SEC. 5. That no person shall act as foreman over members of L. U. P. S., only bricklayers or members of the L. U. P. S., who shall receive added compensation.

III.344 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 6. That no members of L. U. P. S., collectively or individually, shall order, or be the cause of a strike; that the walking delegate may appoint a shop steward, who shall not be discriminated against, whose duty shall be in the absence of the walking delegate to see that this agreement is not violated, and when he sees any violations of the rules of agreement, he shall have the attention of the person in charge and bricklayers' shop steward drawn to the same; if the violations are continued he shall immediately notify the walking delegate of the same.

SEC. 7. That no member of the L. U. P. S. shall be discharged for examining the cards of men working on any job of the said employer, nor shall the walking delegate be interfered with when visiting any of his jobs.

SEC. 8. That members of the L. U. P. S., when laid off, shall be paid on request, either by cash or by order upon the office; if the latter, he shall receive one hour in addition to actual time work. In case of failure to receive his pay within one hour of time of lay off, he shall receive waiting time up to the receipt of his pay. If discharged he shall be paid at once on the job; failure of which will entitle him to waiting time as above.

SEC. 9. That the members of L. U. P. S. be paid every week between the hours of 12 M. and 1 P. M. on Saturday; in the event of the men not being paid by 1 P. M., they may claim waiting time until the receipt of pay.

LABORERS, BUILDING, ROCHESTER.

Articles of agreement, made and entered into this 1st day of April, 1907, between The Mason Contractors' Association and the German, Polish and Italian Locals of the Hod Carriers and Building Laborers' Organization, of Rochester, N. Y.:

ARTICLE 1. It is mutually agreed by the above named parties, that eight hours shall constitute a day's work. That the working hours shall be from 8 A. M. to 12 M., and from 1 P. M. to 5 P. M., to be known as regular working hours.

ART. 2. That half-holiday on Saturday during June, July and August. be left to the contractor and his men to adjust.

ART. 3. It is further agreed, that for the following class of labor: Tending masons, mixing and handling of all material used by masons, building scaffold for mason plasterers, tending to and mixing of all material for plastering whether done by hand or any other process, the minimum scale of wages for hod carriers and building laborers shall be twenty-six cents per hour. And for the following class of labor, wrecking of buildings, excavation for building, digging trenches, piers and foundation holes, caisson work, concrete for buildings, whether foundation, floor or any other, whether done by hand or any other process, cleaning of debris from buildings, the minimum scale of wages for common labor, shall be twenty-five cents per hour.

ART. 4. It is further agreed by the above named parties, that laborers may be allowed to work from fifteen minutes to 8 A. M., and from ten minutes to 1 P. M., and receive for these twenty-five minutes for overtime, fourteen cents.

ART. 5. No other overtime is allowed for laborers, to work, except in case of emergency, when time and a half shall be paid. On Sundays and legal holidays, such as New Year's Day, Decoration Day, Independence Day, Labor Day and Christmas Day, double time shall be paid.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.345

ART. 6. When necessary to work men in shifts, such extra labor shall not be classed as overtime.

ART. 7. It is further agreed by the above named parties, that the business agent of the Laborers' Union shall have power to visit jobs where laborers are working outside of regular working hours.

ART. 8. When laborers are discharged, they shall be paid immediately.

ART. 9. It is further agreed by the above-named parties, that if either of the above-named parties wish to change the above agreement at its expiration, they shall give at least thirty days' notice in writing.

ART. 10. It is further agreed by the above named parties, that all provisions in this agreement shall be binding on both parties from April 15, 1907, to April 15, 1908.

Contractors.

WM. M. FRIEDRICH,
H. STALLMAN, JR.,
R. GORSLINE,
GEO. B. GARRISON,
J. E. SUMMERHAYS.

Laborers,

ALBERT ROEGNER,
CHARLES P. GAST,
JOS. CICHANOIOSKI,
HERMAN LEISKE,
ANDREW KALETA,
FRANK COCUZZI,

Joint Arbitration Committee.

LABORERS, BUILDING, WHITE PLAINS.*

Articles of agreement, to take effect April 1, 1907, for one year:

We, the undersigned Contractors and Builders of White Plains, and Hod Carriers and Building Laborers, of America, Local Union No. 9, of White Plains, N. Y., do each with the other enter into the following agreement:

ARTICLE 1. That eight hours shall constitute a day's work.

ART. 2. That the rate of wages shall be \$2.60 per day.

ART. 3. That our representative be empowered to examine members' cards at all times.

ART. 4. That none but recognized members of Hod Carriers and Building Laborers shall be employed. If union men cannot be found, a non-union man may be used if he will consent to join the union, the boss to be responsible for the first payment to the union.

ART. 5. That all differences between men and bosses shall be referred to an arbitration committee of six (6) members — three (3) members from the advisory board and three from the Master Builders, who shall meet within forty-eight (48) hours.

ART. 6. That any hod carrier or building laborer working overtime shall receive pay for time and one-half and double time Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving Day and Christmas Day. Labor Day no man allowed to work.

ART. 7. That no demand for wages shall be enacted before first giving six months' notice previous to the enforcement of such demands. The parties to this agreement to give notice within ninety (90) days as to the acceptance or refusal of said demands.

ART. 8. That all men be paid on the same day as the masons.

* See also general agreement under "Building Trades" above.

III.346 NEW YORK STATE DEPARTMENT OF LABOR.

CLASSIFICATION OF WORK.

ART. 9. The placing and handling of stone and mortar to masons, the mixing and handling of cement and concrete, whether for floors, piers or foundation; the handling and mixing of cement blocks, the mixing and carrying all material to plasterers; the mixing of all material used by bricklayers; also the carrying or wheeling of brick, whether they be rough or front brick; also the carrying of fireproofing and the screening of sand, when done on the job (no apprentice mason to interfere with hod carriers' work); also the removing of debris from building and the cleaning of floors.

ART. 10. In expression of good faith we, the contracting parties, do hereby set our hands and seals this twenty-fifth day of February, 1907.

JOHN EMBERSON,
GEO. L. MILLER,
Master Builders.
JAMES MALLOY,
FRANK MAGNOTTA,
Com. of Laborers.

LATHERS, 'SUFFERN.

Agreement between the W. W. & M. Lathers' I. U. and Boss Masons of Suffern and vicinity:

ARTICLE 1. \$2.75 per thousand lath.

ART. 2. All wire and metal lath to be contract, or day's work at fifty cents per hour, eight hours' work.

ART. 3. All stair stringers and cellar ceilings to be done by thousand, providing they are ready when on job, otherwise to be finished day's work, at fifty cents per hour, eight hours' work.

ART. 4. Patch jobs to be finished day's work, at fifty cents per hour, eight hours' work.

ART. 5. Plasterboard to be done at four and one-half cents per board, or day's work, at fifty cents per hour, eight hour's work.

ART. 6. Churches and schoolhouses and all public buildings, by contract, or day's work, at fifty cents per hour, eight hours' work.

ART. 7. This agreement shall be binding on both parties for a period of one year, to go into effect May 1, 1907.

PAINTERS, AMSTERDAM.

AMSTERDAM, N. Y., Feb. 26, 1907.

At a regular meeting of the L. W. No. 32, P. P. & D., held Tuesday, February 26, 1907, in C. L. W. hall, the following resolutions were unanimously adopted:

1. Whereas, the members of Local No. 32, having been informed that the employing boss painters of the city of Amsterdam have formed an organization of their own. Be it resolved, that this Local No. 32, unanimously agrees to work for no boss painters who are not members of said boss organization.

2. And be it further resolved, that any journeyman who shall find or pick up any work, shall turn the same in to his respective boss employing him.

3. And be it further resolved, that shall there at any time arise any trouble between the boss organization and the members of the Local No. 32,

it shall be left out to a committee consisting of two from each organization, who shall have power to select the fifth man, who shall not be a member of either organization.

4. To all of this the members of Local No. 32 do agree, providing said bosses' organization will agree to pay the union scale of wages per day of eight hours, namely, the same as last year, and agree to hire none but union painters, and if they are compelled to hire non-union help, they will use their best endeavors to make said non-union men join Local No. 32, within two (2) weeks' time.

(Signed)

JAMES BRINDLE, *President.*

B. MELIUS, *Recording Secretary.*

J. H. GAGEN, *President.*

R. H. BROWN, *Secretary.*

Boss Painters.

PAINTERS, BINGHAMTON.

An agreement between the Master Painters and Decorators' Association, of Binghamton, and Union 103, Painters, Paperhangers and Decorators of America.

The Master Painters and Decorators agree to pay members of Union No. 103, \$2.80 per day for eight hours' work, on and after April 1, 1907, for painting and paperhanging. No union painter other than those designated, viz.: Florance & Dresser, H. L. Olney, G. W. Bell, Geo. Gregory, Chas. Wheaton, I. J. Seeley and F. J. Boardman, or that hereafter shall engage permanently as contractors, and are so designated by Union No. 103, and the names furnished to the master painters, are allowed to take work outside of union paint shops. Also all contracts taken prior to February 1, 1907, must be finished by union men at present rates \$2.40 and \$2.65. When members of the union turn work into the shops employing them it is a part of this contract that such men shall be employed on that work, if they so desire.

That members of Union No. 103 shall not work for contractors, builders and carpenters for less than the rates charged by the master painters.

A. O. PERKINS,

H. L. OLNEY,

JOHN R. LYNCH,

Com. for Union No. 103.

F. J. MABLE,

Sec'y of Master Painters.

PAINTERS, BUFFALO.

(a) HOUSE PAINTERS.

This agreement, made the 1st day of April, in the year 1907, by and between the undersigned Master Painters of Buffalo, of the first part (hereinafter designated Employers), and the Buffalo Painters' District Council, of the second part (hereinafter designated Union),

WITNESSETH, as follows:

ARTICLE 1. This agreement shall take effect April 1, 1907, and shall continue in effect until April 1, 1908.

ART. 2. Eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 4:30 P. M., and the scale of wages for journeymen shall be thirty-seven and one-half cents per hour.

III.348 NEW YORK STATE DEPARTMENT OF LABOR.

Any labor performed before 8 A. M. or after 4:30 P. M. shall be paid for at the time and one-half rate, except as hereinafter mentioned, and except on Sundays, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Christmas, which shall be paid for at the rate of double time.

ART. 3. If found necessary to work after 4:30 P. M. to finish a job, or any distinct section of a job, straight time shall be paid up to 5:30 o'clock and after that hour, time and one-half. If new work is started, or men are sent to a job after 4:30 P. M., time and one-half shall be paid.

ART. 4. In order that men may be started on new jobs promptly, it is necessary that they report at the shop not later than 7:45 A. M.

ART. 5. Employers will pay car fare to and from all jobs outside the city limits, also the full time spent in traveling, which will be paid at the regular rate of wages, straight time.

ART. 6. There shall be a permanent board of arbitration appointed, two members from each party to this contract, to be designated in writing. The persons so appointed may be changed at any time, by a new designation in writing. The four so appointed shall at once choose a fifth person to act as umpire in case of their disagreement, designating him in writing and they may change the umpire or appoint a new one for a special case at any time by a like writing. In case of a disagreement between the four arbitrators, the decision of the umpire agreeing with any two of them, shall be final. All designations made under this article, and all decisions of such arbitration board, shall be filed with the secretary of the Buffalo Builders' Exchange.

The duties of the arbitration board, so composed shall be to settle all disputes resulting from the enforcement or a violation of this agreement.

ART. 7. There shall be a permanent conference board created, three members from each party to this agreement, whose duty it shall be to settle amicably, all questions or matters of interest to the trade not covered by this agreement. The Board shall meet regularly once a month.

ART. 8. The business agent of the union will not be allowed to visit, or to interfere in any way with the progress of work during working hours, on a private job (meaning old or repair jobs), or where only painters are working, except in cases where the provisions of this contract are being violated.

ART. 9. Sympathetic strikes shall in no wise be considered a violation of this agreement, but in the event of such strikes, at least twenty-four hours' notice shall be given employers affected.

ART. 10. All employers signing this agreement will pay their men weekly.

(b) SIGN PAINTERS.

This agreement made the first day of April, in the year 1907, by and between the undersigned Master Sign Painters of Buffalo, of the first part (hereinafter designated Employers), and the Buffalo Painters' District Council, B. of P. D. and P. of A. of the second part (hereinafter designated Union):

WITNESSETH, as follows:

ARTICLE 1. This agreement shall take effect April 1, 1907, and shall continue in effect until April 1, 1908.

ART. 2. Eight hours shall constitute a day's work.

Time and one-half shall be paid for overtime, and double time for Sundays and holidays. Positively no work shall be done on Labor Day.

The scale of wages shall be: Journeymen, minimum wage, \$4.10 per day; senior helper's minimum wage, \$2.50 per day; advertising helper's minimum wage, \$2 per day.

It is further agreed that when men are sent out of the city they shall receive the same scale of wages and all expenses in addition.

It is further agreed that there shall be but one apprentice allowed in any shop, and the total number of helpers and apprentices shall not exceed the number of journeymen regularly employed.

Apprentices must be indentured by Local 45 and governed by the apprentice laws of said local.

There shall be a permanent board of arbitration appointed, two members from each party to this contract to be designated in writing. The persons so appointed may be changed at any time, by a new designation in writing. The four so appointed shall at once choose a fifth person to act as umpire in case of their disagreement, designating him in writing and they may change the umpire or appoint a new one for a special case at any time by a like writing. In case of a disagreement between the four arbitrators, the decision of the umpire agreeing with any two of them, shall be final. All designations made under this article, and all decisions of such arbitration board, shall be filed with the secretary of Painters' District Council.

The duties of the arbitration board, so composed, shall be to settle all disputes resulting from the enforcement or a violation of this agreement.

All employers signing this agreement will pay their men weekly.

PAINTERS, COHOES.

I, the undersigned, boss painter of Cohoes, N. Y., do hereby agree to the following with the Painters' Local No. 71, affiliated with the American Federation of Labor and Central Federation of Labor of Cohoes.

SECTION 1. I agree to employ none but union painters, decorators and paperhangers affiliated with the American Federation of Labor, and Central Federation of Labor, and to pay thirty-one and one-quarter (31¼) cents per hour; that eight (8) hours shall constitute a day's work; to pay time and one-half for all overtime; double time to be paid for Sundays and holidays, such as Thanksgiving, Christmas, New Year's, Fourth of July, Decoration Day and Labor Day, except as provided in section 2.

SEC. 2. When men are employed in Albany or Troy they shall receive the same union scale that is paid in those cities.

SEC. 3. When work is located so far away that workmen have to take cars or ferry, the fare shall be paid both ways by the employer, and if a workman cannot get back home after his day's work is done, the employer shall pay his board and lodging, which shall not be charged against the workman.

SEC. 4. When non-union men are employed in any shop or on any job, employees shall have the right, after investigating the matter, to quit work, until the same has been adjusted before returning to work, without violating this agreement.

SEC. 5. That the boss shall have one or more men before he is entitled to an apprentice.

III.350 NEW YORK STATE DEPARTMENT OF LABOR.

SEC. 6. That the employees begin work at 8 A. M. and quit at 12 M. Begin at 1 P. M. and quit at 5 P. M.

SEC. 7. The above agreement to go into effect April 1, 1907, and enduring till April 1, 1908.

PAINTERS, GLENS FALLS.

[Reported by union as signed by fifteen contractors.]

GLENS FALLS, N. Y., *May* 1, 1907.

The undersigned contractors agree to pay the union scale of wages one year from date \$2.37½ per nine-hour day, eight-hour day Saturday at same pay.

Paper hangers shall receive \$2.75 for paper hanging; \$2.50 for painting.

Out of town work, contractor to pay car fare and all expenses to and from job once, except Sandy Hill, Fort Edward and such places where men come home nights, on such work fare to be paid each day by contractor.

PAINTERS, MIDDLETOWN.

MIDDLETOWN, N. Y., *March* 29, 1907.

To whom it may concern:

We the undersigned members of Local Union No. 207, B. of P., D. & P. of A., party of the first part, and the Master Painters' Association, party of the second part, do agree on and after April 1, 1907, the scale of wages shall be minimum, \$2.50; maximum, \$3 for a day's work of eight hours.

Committee,

G. E. BURNETT,
W. E. MARSDEN,
ELIAS EDWARDS.

Contractors,

A. H. PRATT,
W. C. ROGERS,
JOHN YOUNGS,
C. S. TAYLOR,
J. W. TURNER,
W. R. LEIGH,
E. TENNANT,
F. W. STRONG,
G. V. CARTER,
M. C. FREER,
C. J. KIDD, JR.

PAINTERS, MILLBROOK.

Agreement between the master painters and journeymen painters of Local Union No. 900 of B. of P., D. and P. of A., of Millbrook, N. Y.

Believing that all trouble can be avoided by having a code of rules to govern men working for master painters, we, the undersigned local union, have adopted the following rules for one year, to take effect the first day of April, 1907.

SECTION 1. Nine hours shall constitute a day's work, with the exception of Saturday, which shall be eight hours.

SEC. 2. The hours of labor shall be from 7 A. M. until 4.30 P. M., with one-half hour for dinner.

SEC. 3. It is also hereby agreed that the minimum rate of wages shall be \$2.75 per day. This section must be strongly enforced.

SEC. 4. It is also agreed that the undersigned master painters employ none but union painters and paperhangers, who are members in good standing of the B. of P., D. and P. of A.

SEC. 5. Any non-union painters or paperhangers securing employment with any of the undersigned master painters, must fill out application blank and present with initiation fee or order on employer, countersigned by employer, before he will be allowed to work.

SEC. 6. All overtime (1½) and holidays shall be paid for at the rate of double time.

SEC. 7. One apprentice shall be allowed to every eight men or fraction thereof. Such apprentice shall be subject to the rules of the constitution governing apprentices, and he shall not be over twenty-one years of age when starting his apprenticeship.

SEC. 8. Any member becoming incapacitated by age or accident may be, by permission of the local union, allowed to work for less than the union rate of wages.

SEC. 9. All master painters shall pay at the end of each week.

SEC. 10. If at any time either party shall violate any part of this agreement, the question must be submitted to an arbitration committee of four, consisting of two of each body, and if they cannot agree at the first meeting, an outside party, neutral to both parties, be chosen to decide the question.

SEC. 11. It is further agreed that Local No. 900 and all its members agree to take or do no work in the line of painting or paperhanging before or after working hours, or at any time, unless by request of employer.

SEC. 12. This agreement, in duplicate form, shall receive the signature of the master painters and journeymen painters and shall become effective April 1, 1907.

PAINTERS, NEWBURGH.

Agreement made this 10th day of July, 1907, by and between the Master Painters' Association and Local Union No. 122, B. P. & D. of A., of Newburgh, N. Y., and vicinity, in order to insure a settlement of any and all grievances and disputes that may arise between an employer and any member of Local Union No. 122:

1. Both parties to this agreement do hereby adopt as a basis of settlement the following plan: Whenever a dispute arises between the painters and their employers, there shall be no strike or lockout called on the job or jobs, until the matter is first arbitrated by the following plan: The representatives of the union and the employers shall first try to adjust the difficulty, they failing to reach an agreement, each party to the contract shall choose one person, the two so chosen to choose two more mutually agreeable to them, and the last two chosen to choose a fifth, and their decision shall be final and award to be made by secret ballot.

Both parties to this agreement to abide by such award, and both parties do further agree to meet at least sixty days prior to the expiration of this

agreement for the drafting of a new agreement, and all questions not agreed upon within thirty days of the expiration of this agreement to be left to arbitration, as above specified.

2. Local Union No. 122, B. P. and D. of A., of Newburgh, N. Y., will accept all competent mechanics and will receive applications of former members of Local Union No. 122, who are now suspended, and will do all they can to have them elected.

3. That all contracts taken before March 16th, shall be finished at the old price, and that a list of the same shall be given to the union, if desired.

4. That all apprentices shall return to the shop they were working for previous to March 16th, and serve out their proper time.

5. That the wages shall be forty cents (40c.) per hour.

6. That this agreement shall be in force from July 10, 1907, until July 1, 1910.

Signed and sealed this 17th day of July, 1907.

PAINTERS, NIAGARA FALLS.

[Reported as signed by all the leading contractors.]

Articles of agreement made and entered into by and between Local Union No. 65, of the Painters, Decorators and Paperhangers of the city of Niagara Falls, N. Y., and its jurisdiction, and Local Boss Painters and Contractors of said city and jurisdiction. Said articles of agreement to take effect on April 1, 1907, and expire April 1, 1909:

1. Eight hours shall constitute a day's work and to be performed between the hours of 8 A. M. and 5 P. M., except when work is done in shifts not exceeding eight hours in every twenty-four hours.

2. Except in cases of extreme necessity no work shall be done before the hours of 8 A. M. or after 5 P. M., and all overtime shall be paid for as time and one-half, and Sundays, New Year's Day, Fourth of July, Thanksgiving Day and Christmas shall be paid for as double time. No work whatever to be done on Labor Day. (The definition "extreme necessity" in this section means and applies only to cases where the side of a building, wall or ceiling cannot be left until the next day without spoiling the job.)

3. That upon all contracts or other work none but union men shall be employed. This section applies to paperhangers, grainers, sign painters and all journeymen affiliated with our brotherhood.

4. That no member of our brotherhood shall receive instructions from any foreman, superintendent or other parties. Such instructions shall only be received from contractor painter, foreman, or superintendent of painting on any job that such member may be working on.

5. On notice of death of any member of Local No. 65, the contractor shall allow all journeymen painters working for him to attend the funeral of such member.

6. Spraying machines may be used by members of local union, providing none but union men shall be employed in the use of the machine, and the executive board of local union shall be a committee as to where machines shall be used.

7. Pay day shall be on Saturday of each week, men to be paid on the job.

8. The rate of wages for journeymen shall be 37½ cents per hour, except on bridge and structural iron work which shall be 45 cents per hour. Sign writers, trade grainers and free hand fresco painters not less than 50 cents per hour.

9. Paper hanging done by the roll shall be paid for as follows: All one edge work, side 12½ cents, ceiling 15 cents; all two edge work wire lap, side 15 cents, ceiling 15 cents; varnished tile ingrain, crepe, cheap tapestries and imported tapestries, 20 cents per roll, butt work; preparing walls, sizing, cleaning, etc., 40 cents per hour; carting of tools shall be paid for by the bosses; striped paneling, 40 cents per hour; filling in panel rooms, 40 cents per hour; all paper dados hung perpendicular, 40 cents per hour; all paper dados hung horizontal, 40 cents per hour; all friezes, 12 or 18 inches wide, per yard, 4 cents; all two-band borders or less, 2 cents; closets, per roll, 15 cents; paper cut to finish or moulding, extra per roll, 3 cents; all stillings same as borders or friezes; lincrusta side wall, per yard, 10 cents; lincrusta on ceilings, dados or vestibules, per yard, 12 cents; bur-laps, per square yard, 10 cents; all beadings or moulding, per foot, 1½ cents; putting on plate rail, 40 cents per hour; tacking on cotton tacks and cotton furnished, per yard, 5 cents.

10. Not more than one apprentice shall be allowed to every ten men employed, and all apprentices shall be indentured to the local union and no apprentice shall be allowed to work with less than two men.

11. That in cases of any grievance or violation of these rules, the same shall be submitted to a joint committee to consist of the contractor or contractors or their representative, the business agent and the executive board of Local Union 65, painters, decorators and paper hangers. This does not apply to cases where non-union men come to work or are working.

12. If this agreement does not meet with your approval the local union solicits a conference not later than March 15, 1907.

PAINTERS, ROCHESTER.

Articles of agreement by and between the Painting Contractors of Rochester, N. Y., and vicinity, and Local Union, No. 150, Brotherhood of Painters, Decorators and Paperhangers of America, at Rochester, N. Y.

ARTICLE 1. Eight hours shall constitute a day's work, the same to be performed between the hours of 8 A. M. and 5 P. M.

ART. 2. The minimum rate of wages shall be \$3 per day, or 37½ cents per hour for each fractional part of a day.

ART. 3. Work performed on Sundays, Memorial Day, Fourth of July, Thanksgiving Day, Christmas and New Year's Day shall be paid for at the rate of double time. All other overtime to be paid for at the rate of time and one-half. Under no circumstances will any work be performed on Labor Day.

ART. 4. Each shop shall be allowed one apprentice, and but one apprentice to every five journeymen employed.

ART. 5. Shop committees or business agents appointed by the union, shall be recognized by trades employers.

ART. 6. Any painter, when working at paper hanging, shall receive paper-hangers' scale of wages.

III.354 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 7. It is further agreed by the contractor that after the execution of this agreement, he will employ none but members in good standing of the Brotherhood of Painters, Decorators and Paperhangers of America.

ART. 8. The above rules shall go into effect April 1, 1907, and shall continue in effect until April 1, 1908.

PAINTERS, TROY.

[Reported by union as signed by thirty-four employers.]

I, the undersigned, Master Painter of the city of Troy, do hereby agree to the following with the Painters, Decorators and Paperhangers' Local No. 12, affiliated with Central Federation of Labor and Building Trades' Section of Troy, N. Y., and vicinity:

SECTION 1. I agree to employ none but union painters, decorators and paperhangers affiliated with the Central Federation of Labor and Building Trades' Section, of Troy, N. Y. and vicinity, and to pay forty (40) cents per hour; that eight (8) hours shall constitute a day's work, except as hereinafter provided. Double time to be paid for all overtime, Saturday afternoons, Sundays and holidays, such as New Year's, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, but under no consideration shall work be performed on Labor Day.

SEC. 2. When work is located so far away that workmen have to take cars or ferry, the fare shall be paid both ways by the employer, and if a workman cannot get back home after his day's work is done, the employer shall pay his board and lodging, which shall not be charged against the workman.

SEC. 3. When non-union men are employed in any shop or on any job, the employees shall have the right, after investigating the matter, to quit work until the same has been adjusted before returning to work, without violating this agreement.

SEC. 4. Each shop employing not less than five men shall be entitled to one apprentice.

SEC. 5. That the employees begin work at 8 A. M. and quit at 12 M. Begin at 1 P. M. and quit at 5 P. M., except Saturday, when work shall cease 12 M. noon.

SEC. 6. That the employees shall receive their wages not later than 12:15 noon.

SEC. 7. The above agreement to go into effect April 1, 1907, and to endure for the period of two (2) years to April 1, 1909.

PAINTERS, WHITE PLAINS.*

We, the Master Builders and Master Painters of White Plains, party of the first part, and Local No. 250, B. P., D. & P. H. of A., party of the second part, do enter into the following agreements:

That eight hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M.

That during the period from May 11, 1907, up to and including September 14, 1907, during that time all Saturday's work shall cease at 12 M. No work shall be done between the hours of 12 M. and 5 P. M. Saturdays.

* See also general agreement under "Building Trades." above.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.355

The rate of wages shall be: Painters, 47 cents per hour, \$3.76 per day; paperhangers' wages shall be 50 cents per hour, \$4 per day. During the months of April, May, June, October and November this shall not apply to painters who are sent out to hang paper for a few days to fill in.

Time and one-half for overtime, double time for Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving Day and New Year's Day. On Labor Day no union men to work at the trade.

That no demand for hours or wages shall be enacted before giving at least six months' notice previous to the enforcement of such demands. The employers to give notice of acceptance or rejection of said demands within ninety days.

It is hereby agreed that all mechanics of these trades employed shall be recognized members in good standing in the Brotherhood of Painters affiliated with Local No. 250.

No apprentice shall be allowed unless three or more journeymen are employed the major part of the time. No apprentice to start after 21 years. This shall not affect apprentices now serving time.

That not more than two bosses of any firm shall be permitted to handle tools; both must be practical mechanics.

At least every two weeks payments must be made on Saturday, on or before 4:30 P. M., on the job, in full up to Friday night. If contractor has an office or shop in White Plains, then before 5:30 P. M.

From the 11th day of May, 1907, up to and including September 14, 1907, payment in full shall be made on or before 12 M. Saturdays, on the job, and at the office and shop on or before 1 P. M., if said office or shop is in White Plains. Any employer failing to comply with the above rule shall pay the men waiting at the rate of time and one-half for the time lost waiting for pay after the time specified above. No payments by check, and under no consideration will payments be made in saloons or hotels.

When men are sent one and one-half miles from the court house, Railroad avenue, White Plains, or one and one-half miles from railroad station or trolley lines to work, employers shall pay carfare to and from the job each working day. In case there is no railroad or trolley, the employers shall provide a vehicle to and from work, as per above rule.

No journeyman shall sub-contract any work in the painting line.

All differences between the party of the first part and party of the second part shall be referred to a committee of six, three from each organization, for adjustment, as follows: three from the master painters and three from Local No. 250, and in case of failure to agree, said committee to choose a referee, whose decision shall be final. Said committee to meet within twenty-four hours after notification.

We further agree to pay any indemnity for violation of this agreement placed against us within thirty days.

No journeyman painter shall be allowed to estimate on a job; he may take temporary employment at the rate of \$4.50 per day.

It is hereby agreed that where everything is equal as regards to workmanship, etc., the members of Local No. 250 shall have preference of employment.

In consideration of these agreements Local No. 250 agrees that none of its members will work for any boss painter who does not conform to this agreement.

III.356 NEW YORK STATE DEPARTMENT OF LABOR.

When an indemnity has been placed against a journeyman, said indemnity to go to the Master Painters' Association, and when placed against a master painter, said judgment to be paid to Local No. 250.

We, the members of Local Union No. 250 agree not to work for any member of the Master Painters' Association who has been placed on the unfair list by the association for non-payment of dues or violating the by-laws or agreements; and the Master Painters agree not to employ suspended or fined members of the Brotherhood of Painters and Paperhangers of America.

For the Master Painters:

CHAS. SCHULER,
A. E. WATROUSE,
FRED. CARPENTER.

For Master Builders:

GEORGE L. MILLER,
JOHN EMBERSON.

For Local Union No. 250:

JOHN A. GOODWIN,
J. J. MURPHY,
WM. A. WALTON.

This agreement to go into effect April 1, 1907, for one year, terminating April 1, 1908.

PAVERS, ASPHALT AND WOOD, NEW YORK CITY.

[Signed by eleven firms.]

*Articles of agreement made this day of, 190 .
between the International Union of Pavers, Rammermen, Flaggers, Bridge
and Stone Curb Setters, a non-incorporated association, consisting of more
than seven members, hereinafter known as the party of the first part, and
....., a corporation hereinafter
known as the party of the second part:*

WITNESSETH: In consideration of the making and keeping of the agreements hereinafter made by the party of the second part, the party of the first part agrees to use all legal and proper means to promote the interests of the party of the second part, and agrees to carry out in good faith the spirit of the agreements hereinafter set forth. The party of the second part agrees that it will not employ in the laying of any pavements any persons excepting members of the party of the first part, unless the party of the first part is unable after receiving notice hereinafter specified, to supply sufficient men to properly carry on the business of the party of the second part.

The party of the second part agrees that whenever any men are needed to carry on its work it will notify the party of the first part by mail or telephone, stating the number and character of the men required, which said notice must be given at least twenty-four hours prior to the time when said men are to begin work. in order to entitle the party of the second part to employ persons who are not members of the party of the first part.

The party of the second part agrees to pay to the members of the party of the first part whom it shall employ the following scale of wages, which

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.357

shall be paid on all work: Stone pavers, 62½ cents per hour for single time, 93¾ cents per hour for overtime, \$1.25 per hour for double time; brick pavers, 62½ cents per hour for single time, 93¾ cents per hour for overtime, \$1.25 per hour for double time; rammermen, 50 cents per hour for single time, 75 cents per hour for overtime, \$1 per hour for double time.

Sheet asphalt, asphalt block and bitulithic pavers: Rakers, 31¼ cents per hour; tampers, 31¼ cents per hour; smoothers, 25 cents per hour; shovellers, 21⅞ cents per hour; laborers, 21⅞ cents per hour; hand rollermen, 21⅞ cents per hour; cement sweepers, 21⅞ cents per hour; dumpers, 21⅞ cents per hour; block pavers or layers, 31¼ cents per hour; cutters, 31¼ cents per hour; bedmakers, 31¼ cents per hour; strike pullers, 25 cents per hour.

Laborers, shovelers, cement sweepers and dumpers only apply to men who work directly with the asphalt gang.

WOOD BLOCK PAVERS.

Wood block pavers, first year, 1907, 37½ cents per hour, second year, 1908, 40 cents per hour; cutters, first year, 1907, 37½ cents per hour, second year, 1908, 40 cents per hour; bedmakers, first year, 1907, 37½ cents per hour; second year, 1908, 40 cents per hour; strike pullers, first year, 1907, 25 cents per hour; second year, 1908, 25 cents per hour.

Eight hours shall constitute a day's work, with one hour for dinner from 12 to 1 o'clock. Half holiday on Saturday, but not for asphalt workers and block men.

Except stone pavers and rammermen, whose day shall commence at 8 A. M. and continue until 5 P. M., with one hour for dinner from 12 to 1 o'clock, and all other time shall be classed as overtime, except from 6 P. M. Saturday until 8 A. M. Monday, which shall be double time, or two hours for one. No work to be performed on Saturday between the hours of 12 noon and 6 P. M. Not to apply to asphalt workers and asphalt block men.

It is agreed that in all cases that time and one-half time shall be paid for all overtime, double time for Sundays and legal holidays. It is further agreed that there shall be no sub-contracting in any part of the work. For asphalt workers and block men single time for overtime, but double time for Sundays and holidays.

It is further agreed that in case any dispute or controversy arises between the parties to this agreement or between any of the members of the party of the first part hereto, and any of the members of the party of the second part, or said second party itself, then said matter shall be settled, if possible, by a conference between the representatives of the respective parties hereto. And in case of the failure of said parties to satisfactorily adjust the matter in dispute, then the district manager of the party of the second part, and the president of the party of the first part, shall select a disinterested third party to decide the controversy, and the decision of the person so selected shall be accepted as final and binding on both parties.

No strike or lockout shall be ordered or permitted by either party so far as within its control, during the pendency of any efforts to settle the dispute.

It is mutually agreed between the parties of the first part and the parties of the second part, that the officers or representatives of the International Union or local unions thereof shall be permitted to have access to the men

III.358 NEW YORK STATE DEPARTMENT OF LABOR.

while at work upon the presentation of their respective business cards for the purpose of examining due books, collecting dues, etc.

It is further agreed that non-union men shall not be a matter for arbitration.

This agreement to remain in force for one year from 1st of March, 1907.

Ninety days before the expiration of this contract notice is to be given of any contemplated change for the coming year by either party.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above mentioned.

PLASTERERS, NIAGARA FALLS.

Agreement between the O. P. I. A. and the Builders' Association of Niagara Falls, N. Y., to take effect May 1, 1907, and to expire April 30, 1908.

1. The hours of labor shall be eight hours per day except in case of extreme necessity.

2. No work shall be done before 8 A. M. nor after 5 P. M.

3. The minimum rate of wages shall be 50 (fifty) cents per hour. For any other than association contractors the rate shall be fifty-five cents per hour.

4. No union man shall take any kind of piecework, lump work, or sub-contract.

5. All overtime be paid for as time and one-half. Sunday, New Year's Day, Fourth of July, Thanksgiving and Christmas Day to be paid for as double time.

6. No work to be done on Labor Day.

7. Upon all work pertaining to plastering or done with plasterer's tools none but union plasterers shall be employed so long as union can supply competent men.

8. Pay day to be once a week, on Saturday. Not more than one day's time to be retained.

9a. In case of any trouble arising with any other workmen on a job, the plasterers shall not be withdrawn from their work on that account.

9b. That union men shall not order any strike against any member of the association before the matter in dispute shall have been brought before a joint committee for settlement, providing that same is called within forty-eight hours.

10. In case either of the contracting parties making complaint that this agreement is being violated, a committee of three plasterers and three contractors shall be appointed to investigate the matter, and should committee report that the complaint is well founded, the defendant shall make satisfactory amends.

11. Any man being discharged shall be paid his wages in full.

12. All cement work done with plastering trowel to be done by union plasterers or bricklayers.

13. If either of the contracting parties desire to alter the terms of this agreement at its termination three months' notice shall be given. All work already contracted for before the notice is given shall be completed under the old conditions.

14. This agreement to expire April 30, 1908.

15. Upon the signing of this agreement all grievances arising from the late strike shall be dropped by both the association and the union.

PLUMBERS, GLOVERSVILLE.

Entered into this 21st day of September, 1907, between Union No. 253, Journeymen Plumbers, Gas and Steam Fitters of Gloversville, N. Y., and the Employing Master Plumbers of Gloversville, N. Y.:

ARTICLE 1. The minimum rate of wages shall be \$3 (three dollars) per day for one day's work consisting of eight (8) hours, to be from 8 A. M. to 12 M., and from 1 P. M. to 5 P. M.; and half-holidays on Saturday during the months of July and August.

ART. 2. That all plumbers' and steamfitters' apprentices shall be registered with the journeymen and the licensed employers and there shall be one apprentice to each shop and one additional apprentice to the first two additional journeymen, and one to each journeyman thereafter; there to be no more than three apprentices to any one shop.

During the term of this agreement, should an apprentice quit or be discharged for cause, his place may be filled, providing there are not more than one to each three journeymen.

ART. 3. That each apprentice shall serve three years without handling tools.

The next, or fourth year, he shall be allowed to work on a job with the journeymen.

The next, or fifth year, he will be furnished with a working card by Local Union No. 253, and may then have a kit of tools and do any work that his employer may direct.

And it is further agreed, that helpers may be employed from time to time to assist journeymen on heavy work.

ART. 4. That all overtime be paid for at time and one-half beginning at 5 P. M. until midnight and double time after 12 midnight until 8 A. M.

ART. 5. That all work done on Sundays, New Year's Day, Christmas Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day, shall be paid for at double time.

ART. 6. That on all out of town work, the same number of hours be worked as at home, traveling expenses and board shall be paid by the employer; and the journeymen shall have the option of one round trip per week, when the distance does not exceed twenty-five (25) miles.

ART. 7. That no journeyman subject to this agreement shall be withdrawn from any job until the question in dispute has been considered and acted upon by the conference committee.

ART. 8. That no journeymen shall handle any material that is not furnished by his employer, neither shall he perform any work outside the regular working hours for any persons or person other than his employer, subject to a fine agreed upon by both parties to the agreement.

ART. 9. That no laborer, helper, driver or office help shall be allowed to do any jobbing, plumbing, gas or steam fitting inside or outside of any building or shop.

ART. 10. That no member of Local Union No. 253 will be allowed to work for any corporation that is employing plumbers or fitters at less than the regular scale.

ART. 11. That there shall be appointed by the parties to this agreement a

III.360 NEW YORK STATE DEPARTMENT OF LABOR.

conference committee, whose duties it shall be to take consideration and adjust all differences that may arise.

ART. 12. That this agreement expires April 1, 1908.

ART. 13. And it is further agreed, that no employing plumber or fitter shall remain or become a member of Local Union No. 253.

PLUMBERS, MIDDLETOWN.

[Reported as signed by all firms.]

MIDDLETOWN, N. Y., January 2, 1907.

Agreement between the Master Plumbers' Association of Middletown, N. Y., and L. U. No. 382 of the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada:

This agreement to take effect April 1, 1907, and continue until April 1, 1908.

ARTICLE I.

SECTION 1. No member of the M. P. A. shall employ any plumber, steam or gas fitter except members in good standing of the United Association.

SEC. 2. It shall be the duty of any master plumber when employing a new man to immediately notify the business agent of this union.

ARTICLE II.

No member of this union shall receive less than three dollars and fifty cents (\$3.50) per day.

ARTICLE III.

SECTION 1. Eight (8) hours shall constitute a day's work, the same to be between 8 A. M. and 12 o'clock noon, and from 1 to 5 P. M.

SEC. 2. No member shall be allowed to work more than the stated number of hours unless he receives time and one-half until 12 P. M. After 12 P. M., Sundays and the following holidays, New Year's, Memorial Day, July Fourth, Labor Day, Thanksgiving and Christmas, he shall receive double time.

ARTICLE IV.

All plumbing, steam or gas fitting shall be done by members in good standing of the U. A. of J. P., G. F., S. F. and S. F. H. of the United States and Canada except that done by master plumbers and improvers registered by this Local.

ARTICLE V.

SECTION 1. One apprentice shall be allowed to each shop. Shops employing more than four journeymen shall be allowed one for each four men employed.

SEC. 2. Every apprentice shall serve four years as helper to a journeyman; he shall then be allowed to do work and be known as an improver, at the expiration of his fifth year he shall be considered a journeyman and receive the standing rate of wages.

SEC. 3. A register of all apprentices shall be kept by the secretaries of both associations. The Master Plumbers shall send the names of their apprentices and the date of the commencement of their apprenticeship to both secretaries.

ARTICLE VI.

Any member working outside of the city shall have board and traveling expenses paid and shall be paid at the standard rate for time consumed in traveling, the same as now in force.

ARTICLE VII.

We agree to finish all contracts taken before January 1, 1907, at the present rate.

Master Plumbers' Association:

CHAS. C. FOSS, *President.*

JOHN H. GALLOWAY, *Secretary.*

Non-association, Master Plumbers:

HALSEY E. GOULD,

WILLIAM KREMICH.

Local Union No. 382, U. A.:

WM. MAIER, *President.*

ARTHUR WALLING, *Secretary.*

PLUMBERS, NEW ROCHELLE.

[Reported signed by Master Plumbers' Association.]

1. Eight hours shall constitute a day's work with the exception of Saturday, which will have four (4) working hours. Overtime to be paid at the rate of double time.

2. The Master Plumbers agree to hire none but U. A. plumbers, gas and steam fitters.

3. The Journeymen Plumbers, Gas and Steam Fitters agree not to go out on any sympathetic strikes.

4. Whereas the Master Plumbers agree to have one (1) junior to four (4) senior journeymen employed in each shop.

5. Whereas Local 151 agrees to leave one senior journeyman in each shop on Saturday afternoon to do any important jobbing work and that he shall be paid at the rate of double time from 12 o'clock noon, and in no case will more than one man be allowed to work on the same afternoon in each shop and no man be allowed to work two (2) successive Saturday afternoons. The above clause does not apply during the months of December, January and February, during which months all men may work on "freeze-ups" only.

6. The Master Plumbers and Journeymen Plumbers, Gas and Steam Fitters agree that the scale of wages shall be four dollars (\$4) per day for seniors and two dollars and seventy-five cents (\$2.75) per day for juniors, this scale to take effect April 1, 1907.

7. This agreement to take effect January 1, 1907, and to expire January 1, 1908. A committee of three master plumbers and three journeymen plumbers to meet once every month until the expiration of this agreement.

III.362 NEW YORK STATE DEPARTMENT OF LABOR.

PLUMBERS, NEWBURGH.

NEWBURGH, May 28, 1907.

To Local No. 269, Journeymen Plumbers, Gas and Steam Fitters and Steam Fitters' Helpers of the United States and Canada:

GENTLEMEN: Owing to the depression of business caused by the strike in the other branches of the building trades in this city, and in order to have a pleasant and friendly feeling existing between the employer and employee in our shops, and believing that every man should be paid according to his ability and service rendered, we offer the following proposition to our men:

1. That the standard of pay for plumbers and steam fitters for eight hours' work in each twenty-four hours of working day be \$2.75 to \$3.25 as shall be determined between the employer and his employees.

2. That their affiliation with unions shall be no hindrance to their working in any shop or on any job where they may be sent to work.

3. That there be no restriction by the union of apprentices or helpers required for the proper execution of our work.

4. Overtime from 7 P. M. to 12 P. M. time and a half, and from 12 M. to 5 A. M. double time, and the following holidays, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's and all Sunday work to be double time.

5. Board and carfare on out of town work to be paid by the employer unless otherwise agreed on.

6. Should this proposition be agreed to our men are not to strike or leave any unfinished work at a time of strike unless they have first personally conferred with their employers stating their proposition at least three months before any action shall be taken as a body.

7. Any man may leave our employ when he chooses, and we may discharge any man when we choose.

8. If the union is unable to furnish us with competent men for our work, we can employ such men when and where we can get them whether they are members of the union or not, and there shall be no interference or interruption of work from the union. The question of competency to be determined by the employer.

To be in effect until June 1, 1908.

The Master Plumbers' Association,

Per W. H. MABIE, *Secretary.*

GEORGE T. BARNES, *President.*

CHAS. B. GILCHRIST, *Secy. Pro tem.*

Accepted* May 28, 1907.

JOSEPH F. KEENAN, *President.*

PLUMBERS, NIAGARA FALLS.

Agreement between the Master Plumbers and the local Journeyman's Union of Niagara Falls, N. Y.:

1. On and after February 18, 1907, eight hours shall constitute a day's work. Working hours shall be from 8 A. M. to 12 M. and 1 P. M. to 5 P. M. A man shall be on his job, and ready for work at 8 A. M. and 1 P. M.

* By the union.

2. All time sheets and charge slips shall be turned in to the office at the close of each day's work.

3. The employer reserves the right to employ one improver to three journeymen or fraction thereof.

The employer reserves the right to employ one helper to each journeyman employed.

4. The rate of wages for journeymen shall be 43¾ cents per hour.

5. Overtime shall be paid at the rate of time and one-half, between the hours of 5 P. M. and 10 P. M. and double time thereafter.

6. Double time shall be paid on New Year's, Decoration, Fourth of July, Labor, Thanksgiving, Christmas Days and Sundays.

This agreement to expire February 18, 1908.

Master Plumbers Association:

(Signed)

P. J. DAVY, *President.*

WM. ERSKINE, *Secretary.*

Local Union No. 129:

JNO. EDWARDS, *President.*

C. J. WOOLCOCK, *Secretary.*

PLUMBERS, PLATTSBURG.

[Terminated dispute of May 1-2.]

Articles of agreement entered into this 23d day of February, 1907, between Local Union No. 497, Plattsburgh, N. Y. of the U. A. of Journeymen Plumbers, Gas Fitters and Steam Fitters' Helpers of the United States and Canada, and the Master Plumbers of said city and vicinity:

The articles of agreement are as follows and shall take effect the last day of May, 1907:

ARTICLE 1. Eight hours shall constitute a day's labor from 8 A. M. till 12 M.; from 1 P. M. till 5 P. M.

ART. 2. All overtime shall be considered time and one-half except Sundays and following legal holidays, which shall consist of Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

ART. 3. No more than one apprentice shall be employed to every two journeymen in any shop.

ART. 4. No apprentice shall be employed in any shop until two journeymen are first employed.

ART. 5. The minimum rate of wages for a journeyman shall be \$3 per day except juniors, who have served three years and less than five years; they shall receive \$2 per day until the end of the fifth year when they shall receive journeymen's pay.

ART. 6. All members of Local 497 going on out of town work shall have board and wages paid by their employer, and he shall also pay their carfare in accordance with the following understanding: if the distance to the place which they are going to work from the city be twenty-five miles or less they shall be paid one fare once a week to and from job, and if the distance be more than twenty-five miles there shall only be a single fare to and from job.

ART. 7. No apprentice shall be allowed to work with the tools until he has served three full years and becomes a member of the U. A.

III.364 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 8. Local 497 agrees to work for none but master plumbers of Plattsburgh, N. Y., and vicinity. The Master Plumbers do further agree to employ none but members in good standing of Local 497.

ART. 9. That a man be on his job at 8 A. M. and shall work eight hours per day.

ART. 10. That no member of the U. A. shall work with a non-union man more than six days.

PLUMBERS, POUGHKEEPSIE.

Agreement between the Master Plumbers' Association and Journeymen Plumbers, Gas Fitters and Steam Fitters of the Local Union No. 180 of the United Association of Poughkeepsie, N. Y.:

Believing that all trouble can be avoided by having a code of rules to govern men working for master plumbers, we, the undersigned local union, have adopted the following rules for one year to take effect the first day of May, 1907.

SECTION 1. The hours of labor will be from 8 A. M. until 5 P. M., with one hour for dinner.

SEC. 2. All overtime to be paid for at the rate of time and a half, except overtime after 12 o'clock midnight, and all Sundays, and the following holidays to be paid for as double time, January first, Decoration Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day.

SEC. 3. Journeymen sent outside of the city to work shall be subject to all the conditions of this agreement and in addition thereto shall receive railroad fare and board paid.

SEC. 4. No general strike shall be ordered in a shop by any officer of the Journeymen Plumbers' Association without first submitting grievance to the master plumber in whose shop the grievance has occurred.

SEC. 5. The members of the Journeymen Plumbers' Association will not work for anyone under any circumstances for less than the regular rate of wages agreed upon in this agreement, or for any master plumber not a member of the Master Plumbers' Association.

SEC. 6. No apprentice shall be admitted into the Local Journeymen's Union who has not served his apprenticeship, which shall be a period of five years. At the completion of the aforesaid time he shall receive one dollar a day less than the regular wages for the first year, and fifty cents a day less than the regular wages for the second year, after which time he shall receive journeyman's wages, three and 25/100 (\$3.25) dollars per day.

SEC. 7. It is also hereby agreed that the minimum rate of wages for journeymen plumbers shall be three and 25/100 (\$3.25) dollars per day, and at the expiration of one year the rate of wages shall be advanced to three and 50/100 (\$3.50) dollars per day. This section must be strongly enforced.

SEC. 8. It is also agreed that the undersigned Master Plumbers' Association shall employ none other than members of the Journeymen Plumbers' Association.

SEC. 9. In no case shall a journeyman be employed without having a clear card or provision made for one by the employer. In no case shall an apprentice be employed where journeymen are not employed. In no case shall apprentices be in a majority.

SEC. 10. It is also further agreed that the undersigned Master Plumbers'

Association shall concede the half holiday on the Saturdays included in the months of July and August, which time shall be considered overtime, to be paid for at the rate of time and a half.

SEC. 11. This agreement shall receive the signatures of the members of the Master Plumbers' Association or authorized committee, also the signatures of the members of the Journeymen Plumbers' Association or authorized committee.

SEC. 12. It is hereby further agreed that all existing contracts made by the master plumbers prior to April 1, 1907, shall be completed at the old rate of wages.

SEC. 13. It is further agreed that the wages during the months of July and August shall be paid at 12 M. Saturdays.

Signed by Journeymen Plumbers,
E. L. COLVILLE, *President*,
J. T. SHEERAN, *Recording Secretary*.

Signed by Master Plumbers,
PETER ADRIANCE, *President M. P. A.*,
CHRIS. W. NOLL, *Secretary Master Plumbers' Association*.

PLUMBERS, SCHENECTADY.

[Reported by union as signed by eighteen employers.]

Articles of agreement entered into this 23d day of August, 1906, between the Employing Master Plumbers of Schenectady, N. Y., and Local Union No. 105, Journeymen Plumbers, Gas and Steam Fitters of Schenectady, N. Y., and United Association of Journeymen Plumbers and Steam Fitters and Steam Fitters' Helpers of United States and Canada.

ARTICLE 1. That on and after October 13, 1906, the minimum rate of wages for journeymen shall be \$4 per day for one (1) day's work, which shall consist of eight (8) hours. The hours to be from 8 A. M. to 12 M. and from 1 P. M. to 5 P. M., and half holiday on Saturday during July and August, without pay.

ART. 2. That all juniors that are handling tools shall receive no less than \$2.50 per day and at the expiration of two (2) years shall receive \$4 per day. Before a junior is employed there must be at least two (2) journeymen employed, and before the second junior can be employed there must be a total of four (4) journeymen, and for each additional junior there must be four (4) additional journeymen. Before a junior shall be permitted to do jobbing, he must have served at least three (3) years as apprentice.

ART. 3. That all plumber apprentices shall be registered with the journeymen and masters. Hereafter there will be one apprentice for three (3) men or fractions thereof, and there must be at least four (4) men employed before the second apprentice will be allowed. During the period of said three (3) years should any apprentice quit his present employer or be dismissed for cause, his place may be filled, provided that there are not more apprentices than one (1) to three (3) journeymen.

ART. 4. That no men will be laid off between the hours of 8 A. M. and 12 M. or 1 P. M. and 5 P. M., and if he should be laid off he be paid either

III.366 NEW YORK STATE DEPARTMENT OF LABOR.

a half or full day's pay as the case may be, with the exception that he comes in from a rough or finish job.

ART. 5. That all overtime be paid for at $1\frac{1}{2}$ regular time beginning at 5 P. M. until 8 A. M., and on Saturdays beginning at 12 M. during June, July and August and to 8 A. M. Monday, the half holiday to be paid for; Sunday as overtime at double regular rates.

ART. 6. That all work done on Sundays, New Year's Day, Christmas Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day shall be paid for at double time.

ART. 7. That on all out-of-town work the same number of hours shall be worked as at home. Traveling expenses and board shall be paid by the employer, and the journeymen have the option of one round trip per week when the distance does not exceed twenty-five (25) miles.

ART. 8. That no journeyman subject to this arrangement shall be withdrawn from any job until the question in dispute has been considered and acted upon by the conference board of Local No. 105 and the employing master plumber.

ART. 9. That no journeyman shall handle any material that is not furnished by their employer, neither shall he perform any work outside the regular working hours for any person or persons other than his employer.

ART. 10. That there shall be no rules or orders other than those contained in this agreement which will interfere with either party.

ART. 11. That no laborer, driver or office help be allowed to do any jobbing, plumbing, gas or steam fitting in or outside of any building.

ART. 12. That no member of Local Union No. 105 will be allowed to do work for any corporation that are employing plumbers and fitters at less than the regular scale.

ART. 13. This agreement shall expire January 1, 1908, but if either party wishes to extend or amend the same, notice shall be given in writing not later than November 1, 1907, and the nature of such changes or amendments shall be specified in said notice, and if either party of this agreement fails to give such notice, this agreement shall continue for two (2) years from November 1, 1907.

ART. 14. Steam fitters' helpers shall be registered with journeymen and master plumbers, and receive \$6 per week for the first year and \$7.50 per week for the second year. There shall be no more helpers employed than journeymen.

PLUMBERS, TROY.

[Reported by union as signed by eighteen employers. Terminated dispute of Apr. 1-May 4.]

Articles of agreement entered into this fourth day of May, 1907, between Union No. 61, Journeymen Plumbers, Gas and Steam Fitters of Troy, N. Y., and the Employing Master Plumbers of Troy, N. Y.

ARTICLE 1. The minimum rate of wages from May 1, 1907, until April 1, 1908, shall be three and 60-100 (\$3.60) dollars per day for one day's work consisting of eight (8) hours; the hours to be from 8 A. M. to 12 M. and from 1 P. M. to 5 P. M.; and half-holiday on Saturday during the months of May, June, July, August and September, and that no juniors work on Saturday half-holidays on jobs.

ART. 2. That all plumbers and steamfitters' apprentices shall be registered with the journeymen and the licensed employers, and there shall be one apprentice to each shop and one additional apprentice to the first two additional journeymen, and one to each three journeymen thereafter; there to be no more than three apprentices in any one shop. During the term of this agreement should an apprentice quit or be discharged for cause, his place may be filled provided there is not more apprentices than one to each three journeymen.

ART. 3. That each apprentice shall serve three years without handling tools. The next, or fourth year, he shall be allowed to work on a job with the journeymen. The next, or fifth year, he will be furnished with a working card by Local Union No. 61 and may then have a kit of tools and do any work that his employer may direct. And it is further agreed that helpers may be employed from time to time to assist journeymen in heavy work.

ART. 4. That no man shall be laid off between the hours of 8 A. M. and 5 P. M.

ART. 5. That all overtime shall be paid for at the rate of time and one-half until 12 midnight, and double time from 12 midnight to 8 A. M. and on Sundays, New Year's Day, Christmas Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day; and it is further agreed that no work shall be done on Saturday afternoons during the months of May, June, July, August and September unless in case of emergency, which shall be paid for as single time. All other work on Saturday afternoon shall be paid for as time and one-half from 12 noon until 5 P. M., and double time from 5 P. M. until the following Monday at 8 A. M.

ART. 6. That on all out-of-town work the same number of hours be worked as at home, traveling expenses and board shall be paid by the employer; and the journeymen shall have the option of one round trip per week when the distance does not exceed twenty-five (25) miles.

ART. 7. That no journeyman subject to this agreement shall be withdrawn from any job until the question in dispute has been considered and acted upon by the president or walking delegate of Local Union No. 61 and the employing master plumber.

ART. 8. That no journeyman shall handle any material that is not furnished by his employer, neither shall he perform any work outside the regular working hours for any person or persons other than his employer, subject to a fine as agreed by both parties to this agreement.

ART. 9. There shall be no rule or orders, other than those contained in this agreement, which shall interfere with either party.

ART. 10. That no laborer, driver or office help shall be allowed to do any jobbing, plumbing, gas or steam fitting, inside or outside of any building or shop.

ART. 11. That no member of Local Union No. 61 will be allowed to work for any corporation that is employing plumbers or fitters at less than the regular scale.

ART. 12. That there shall be appointed by the parties to this agreement a conference committee, whose duties it shall be to take into consideration and adjust all differences that may arise.

III.368 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 13. That all men be paid at 12 o'clock noon on Saturday during the months of May, June, July, August and September.

ART. 14. That this agreement expires April 1, 1908.

ART. 15. And it is further agreed that no employing plumber or fitter shall remain or become a member of Local No. 61.

PLUMBERS, YONKERS.

Agreement between the Master Plumbers' Association and Local Union No. 152 of the U. A. Yonkers, N. Y., December 22, 1906.

At a joint meeting of committees representing the Master Plumbers' Association and Local Union No. 152 of the U. A., the following agreement was adopted, to take effect from January 1, 1907, to December 31, 1907.

CLAUSE 1. The members of the Master Plumbers' Association agree to give the members of Local No. 152 the preference when employing men, and the members of Local No. 152 agree to give the members of the Master Plumbers' Association the preference, when seeking employment.

CLAUSE 2. There shall be a permanent committee of five members from each organization, to be known as the joint conference board of the Master and Journeymen's Association.

CLAUSE 3. All grievances arising between the Master Plumbers' Association and Local No. 152 shall be referred to the above board for settlement, and their decision shall be binding and final to the members of each Association.

CLAUSE 4. Eight (8) hours shall constitute a day's work, from eight (8) A. M. to twelve (12) noon, and from one (1) P. M. to five (5) P. M. Employers shall have the power to compel their men to take one-half hour for lunch during November, December, January, February and March.

Four (4) hours' work shall constitute a day's work on Saturdays, with four (4) hours' pay, from eight (8) A. M. to twelve (12) noon. When necessary to employ men on Saturday afternoon after twelve (12) o'clock, all shall be paid at the rate of double time.

A man on jobbing and needing material for the next day shall report to his shop at quarter before eight.

CLAUSE 5. It shall be the duty of every plumber to provide for his own use a proper set of working tools.

CLAUSE 6. All overtime shall begin at five (5) P. M. on week days and twelve (12) o'clock noon on Saturdays on the regular working days of the year, and shall be paid at the rate of double time; also on Sundays and the following holidays: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day and Christmas.

CLAUSE 7. No strikes or lockouts shall be ordered as the result of any difference that may arise between employer or employee, without first submitting the question in dispute to a committee of five from the local directly affected, and the same number from the Master Plumbers' Association; should these be unable to agree, the matter be referred to the arbitration committee, consisting of five members from the local affected and an equal number from the Master Plumbers' Association, they to select a referee, and the decision of this board to be final and binding on all parties in all questions.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.369

CLAUSE 8. No plumber shall work or be allowed to work for anyone who owes a master plumber for work already done.

CLAUSE 9. All wages to be paid weekly at the rate of \$4.25 per day from January 1, 1907, to June 30, 1907, and \$4.50 per day from July 1, 1907, to December 31, 1907.

CLAUSE 10. Any journeyman doing work for anyone outside of his employer shall be fined ten dollars (\$10) for his first offense.

CLAUSE 11. Boys to be regulated at the rate of four boys to five men, and that no master plumber shall be allowed to have more than one junior plumber working with tools to every four journeymen or fraction of that number in his or their employment; and further, that no shop shall, at any time, have more than three juniors in his or their employment.

CLAUSE 12. Any member of either association at any time applying for admission to the other association, it shall be his duty to furnish a clearance card from his last association.

CLAUSE 13. The regular meetings of the conference board will be held on the last Thursday of each quarter.

Signed December 22, 1906, by the following:

*E. W. COSTELLO,
WM. E. BOOTH,
J. D. THOMPSON,
J. COLLINS,
JOHN MAGNER,
†A. W. BILLINGS,
JOHN WELSH,
ABE SILVERSTEIN,
FRANK DODDS,
THOMAS CAREY.

SHEET METAL WORKERS, NEWBURGH.

This agreement is made between Local Union No. 165 of the A. S. M. W. I. A., hereinafter called the union, which agrees to enforce this agreement between all of its members or future members and any employer who may become a party to this agreement by signing same, such a party or parties being known hereafter in this agreement as the employer.

ENFORCEMENT OF AGREEMENT.

Each party to this agreement hereby pledges itself to do everything in its power to enforce same to the fullest extent in every particular.

INCREASE IN WAGES.

The employer agrees to increase the wages of all employees who are now receiving more than thirty cents per hour to thirty-seven and one-half cents per hour, beginning with the first week in April, and to increase the wages of those receiving less than \$2.50 per day 20 per cent, but this is not to apply to any employee who has within six months received an increase of 20 per cent or over.

* For the Master Plumbers.

† For Local Union No. 152.

III.370 NEW YORK STATE DEPARTMENT OF LABOR.

APPRENTICES.

Such union recognizes the right of the employer to make such rules, regulations and agreements as may be considered necessary by the employer for the government of any apprentice or apprentices he may employ, such rules, etc., not to extend longer than four years for each apprentice, and the union will make no by-law, rule or regulation in regard to apprentices except such as may be satisfactory to the employer, but the union has the privilege of taking such apprentice or apprentices into the union as a junior member after he has served three years of the four years' apprenticeship period with the employer with whom he may have an agreement such as is referred to in this agreement, but such membership in the union is not to modify or annul any agreement he may have with the employer in regard to wages, working rules, etc., for the fourth year of his apprenticeship.

It is further agreed that after the union has been notified that any apprentice has been taken to learn the trade the union will require all such apprentices to complete the four years' apprenticeship in such shop before allowing him to work in any other shop with members of the I. A.

PREFERENCE TO UNION MEN.

It is agreed that the employer will, in employing sheet metal workers, everything else being equal, give preference to members of the I. A., and will endeavor to have such members keep themselves in good standing in the I. A. If the employer deems it advisable or necessary at any time to employ sheet metal workers who are not at the time members of the I. A., they shall be required to pay to the shop steward fifty cents per day for each day employed until the full amount of the initiation fee in the union is paid, when every such sheet metal worker shall be taken into the union, unless he has at some time been expelled from some local union of the I. A., in which case he must square himself with such local union before he can become a member of the union signing this agreement.

EIGHT-HOUR DAY.

Eight hours shall constitute a day's work, and the employer will not require any employee to work more than this except in case of necessity or when rushed with work.

FOREMAN.

This does not apply to a foreman on a job or in a shop who may be required by the employer to make his reports and attend to his correspondence and clerical work outside regular working hours.

OVERTIME ON CONTRACT WORK.

Overtime not exceeding twelve hours per week on contract work will be paid for at the same rate as straight time, it being understood that this may be necessary at times to avoid the necessity of employing temporary help and to enable the employer to handle the work to better advantage and keep the employees working more steadily.

EXTRA TIME AND HOLIDAYS.

Extra time on job work shall be paid for at the rate of time and one-half. Work between 10 P. M. and 6 A. M. or on Sundays, New Year's, Decoration

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.371

Day, July Fourth, Labor Day, Thanksgiving and Christmas, shall be paid for at double the usual rate.

TIME GOING TO AND RETURNING FROM JOBS.

Where men go to the job daily, fare being paid by the employer, they shall work on the job the full eight hours, going to and returning from the job on their own time unless more than two hours daily is required in the ordinary course of travel from the point at which they take the train, wagon or car which takes them to the job.

If there is delay in reaching the job due to train or car being late the employee shall not be docked for such delay in getting to the work, and if there is delay in reaching home from the same cause, after the completion of the day's work, no claim shall be allowed for extra time.

TRAVELING TIME OUTSIDE WORKING HOURS.

Traveling time outside of working hours, when men are returning from or going to a job on the outside is not to be charged when it is to or from a job on which the men will have or have had, their board paid by the employer. Traveling time during working hours is to be paid for the same as working time.

PERMISSION TO MAKE UP LOST TIME.

When time is lost on account of weather, delays in securing material, or delays on the part of other mechanics, employees may work more than eight hours per day in the same, or the succeeding week to make up said lost time provided this is satisfactory to them and to the employer, each case to be mutually agreed upon as it arises.

PAYMENT OF WAGES.

Wages are to be paid weekly in cash, the men working in the shop to be paid immediately after 5 P. M. every Saturday, those working outside the shop and returning to it to be paid on arrival at shop after quitting time, and men working outside the city to have their wages sent to the job promptly on receipt of the weekly report from the foreman on the job, who should mail same not later than Saturday night or Sunday.

REQUIRING FAIR DEALING BY EMPLOYEES.

Whenever any employer reports to the union that he has advanced money to members of the union, such members shall not be given a working, clearance, or withdrawal card until they make satisfactory arrangements with the employer to settle their accounts, and until such settlement is made any working cards issued will be from week to week, but no clearance or withdrawal cards will be issued.

In consideration of any employer agreeing to collect the dues for the union of the men employed, the union agrees to require all members to give such employer a notice of one week before quitting, and the employee shall work faithfully for this time.

Failure to give this notice or to work the week or any part of same will

III.372 NEW YORK STATE DEPARTMENT OF LABOR.

subject said member to a fine of one day's pay for each day's default on this rule.

This may be modified and the time of notice lessened by mutual agreement between the employer and such employee at any time the latter may desire to terminate his employment.

HANDLING GRIEVANCES.

If any misunderstanding should arise regarding the carrying out of this agreement the party to same who feels aggrieved shall report same to the other party to the agreement and request a conference, which shall be held within five days. If possible such grievances shall be settled in each shop as they arise through the efforts of the employer and a shop committee representing the employees. If this method is not satisfactory, or if the efforts to settle such grievances in the manner suggested above are not satisfactory the matter shall then be considered by a conference committee appointed by the union, which shall meet the employer or employers with whom the misunderstanding exists and endeavor to settle same. If this fails the matter shall then be referred to arbitration, the union appointing one arbitrator, the employer one, and the two thus selected appointing a third. These arbitrators are to be appointed within five days after either party to this agreement requests arbitration, and both parties to this agreement will use their best efforts to expedite a decision. The arbitrators will consider the matter and their decision shall be final.

LOCKOUTS AND STRIKES PROHIBITED.

Under no circumstances shall there be any cessation of work, partial or general, either as a strike, cessation of work, or lockout, on account of any disagreement until the matter has been properly and officially reported to both parties to this agreement for adjustment as provided for, and every effort made to have the case settled by conference committee in the manner agreed upon or arbitrated as provided for in this agreement if the conference committee cannot settle the matter.

NO LEGAL PROCEEDINGS TO BE ALLOWED.

It is understood that the enforcement of this agreement is to be left entirely to the good faith and honesty of the parties to same, and any question in regard to any part of same is to be settled as provided for herein by conference or arbitration, and neither party, for itself, or anyone it acts for in making this agreement, will resort to injunction or any other legal proceedings, and all parties to said agreement hereby renounce any right either made for itself, or any who it represents, to resort to injunction or other legal proceedings.

LENGTH OF AGREEMENT.

This agreement is to go into effect on April 1, 1907, except that no increase of wages is to apply on any contracts which had been made prior to January 15, 1907, and is to remain in full force for two years from above date and for an indefinite time after that, unless modified as agreed upon below.

RENEWAL OF AGREEMENT.

Every year after April 1, 1909, the agreement will go into full force and effect for another year, unless one party to same shall on or before January 1st of that year notify the other party to the agreement of changes desired, and in case of such notification the changes desired will be considered in conference by both sides and every effort made to effect a settlement, and if unable to arrive at such an agreement no strike or lockout shall be allowed until after April 1st, and also until after thirty days' notice shall have been served.

AGREEMENT TO REMAIN EXCEPT AS AMENDED.

In case of any changes desired as noted above, the agreement is to remain in full force and effect, except as same may be modified by such changes.

CONCESSIONS TO BE MADE BY THE UNION IF GRANTED TO OTHER EMPLOYERS.

If any terms are granted by the union to any other employer which are more favorable in any respect than similar terms in this agreement, the union agrees to modify this agreement accordingly.

Accepted by conference committee for Local Union No. 165 of the A. S. M. W. I A., and favorably reported to the union.

JOHN REDDING, *Chairman*,
WM. H. SHAY,
JOSEPH BRANFOOT,
WM. H. KENNEDY,
EDWARD MCEWAN.

Approved by Local Union No. 165 of the A. S. M. W. I. A. of Newburgh, N. Y., February 21, 1907.

By PAUL P. LONG, *Vice-President*,
WM. KREEPER, *Recording Secretary*.

(Signed)

ATLAS ROOFING Co.

SHEET METAL WORKERS, NIAGARA FALLS.

Agreement between employers and Sheet Metal Workers' Union No. 69.

1. Eight hours shall constitute a day's work at a minimum rate of forty cents (40c.) per hour until August 1, 1908.

2. Union men shall be employed as far as possible, in so far as the union can furnish union men when requested to do so by the employers, otherwise they shall employ such men as they can obtain.

3. There shall be only one helper employed for every two journeymen employed in a shop. When only one journeyman is employed, one helper will be allowed. Helpers must be laid off before journeymen.

4. A foreman who handles the tools must belong to the union.

5. Time and one-half shall be paid for overtime until 12 o'clock midnight, from then until 6 A. M. double time, also for Sunday, New Year's Day, Decoration Day, Fourth of July, Thanksgiving, Christmas Day and Labor Day.

6. Pay day shall be on every Saturday.

III.374 NEW YORK STATE DEPARTMENT OF LABOR.

This agreement to be in force from August 1, 1907, for one (1) year, until August 1, 1908.

Any changes desired by either parties, three months' notice shall be given before termination of this notice.

ADAMS HARDWARE CO.,
BURLISON HARDWARE CO.,
ELDERFIELD & HARTSHORN CO.,
P. W. MATHEWS,
C. P. METZ,
FLANIGAN BROS.,
J. COLGAN,
BRAAS BROS. CO.,
MACHWERTH BROS. CO.
E. A. PAYTON, *President.*
R. L. WALSH, *Secretary.*

SHEET METAL WORKERS, QUEENS, NASSAU, AND SUFFOLK COUNTIES.

Articles of agreement between Local No. 143 of the Amalgamated Sheet Metal Workers' International Alliance and their employers of Queens, Nassau and Suffolk counties, N. Y.

ARTICLE 1. That eight (8) hours shall constitute a day's work, commencing at eight (8) A. M. and ending at five (5) P. M. except Saturday, which shall be four (4) hours, viz.: from eight (8) A. M. to twelve (12) M. One (1) hour shall be allowed for dinner each day. Forty-four (44) hours shall constitute a week's work, and shall end at twelve (12) o'clock noon on Saturday. (Saturday to be considered as one-half day.) Men to receive their wages at said time.

ART. 2. That any member working outside of a radius of one (1) mile from shop shall receive expenses.

ART. 3. That wages shall be four dollars and fifty cents (\$4.50) per day, except in localities where wages are higher, members working in such locality shall receive wages as paid there.

ART. 4. That our representatives have the privilege to examine the members' card at all times and to see that this agreement is faithfully lived up to.

ART. 5. All men shall be paid at quitting time on Saturday. Payment to be at the option of the employer, either on the job, or at the shop: unless otherwise instructed men shall remain on the job until paid. If men are to be paid at shop, they shall leave job in time to reach shop at twelve (12) noon. Men waiting for wages after twelve (12) o'clock noon shall be paid double time for all waiting time.

ART. 6. That no apprentice going at the business shall be over eighteen (18) years of age, and shall serve four (4) years before becoming a journeyman. That no employer shall be allowed more than one (1) apprentice for every five (5) men.

ART. 7. That when an employer hires a boy, as an apprentice, he shall notify the union, and the date of his four (4) years' apprenticeship shall commence from that date.

ART. 8. That an apprentice working at the business four (4) years shall be declared a journeyman and looked upon as such, unless employer claims that he is unable to earn journeyman's wages. Apprentices to be referred to a committee. Said committee to consist of employer and committee from our local with power to settle same.

ART. 9. That each employer be allowed one helper when necessary, said helper not to be considered as apprentice and must not handle tools.

ART. 10. That an employer not wishing to retain an employee, will pay him when his services are dispensed with.

ART. 11. That sheet metal work shall consist of the following, and shall be done by members of the A. S. M. Workers' I. A. only. The putting on and repairing of metal roofs, the making and putting in of all flashings, the setting, lining and making of linings of all gutters, the putting up of all leaders, making of all bends and offsets of same, the making of all round leaders, setting and repairing of all furnaces, setting and repairing of stoves, building and repairing of tanks, making and repairing of measures, funnels, pans, blower pipes, heater pipe, making and setting of cornices, skylights, ventilators, smoke jacks and all other tin and sheet metal work.

ART. 12. That we will not use, set, or work upon any material, skylights, cornices, gutters, heaters, furnaces, ventilators, etc., that are not union make, nor upon any job or building, where the aforesaid articles are not of union make.

ART. 13. That all differences between bosses and men be referred to employer and the committee appointed from our local to settle the same.

ART. 14. That all work between the hours of five (5) P. M. and eight (8) A. M. and Sundays, New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Election Day, Thanksgiving Day, Christmas Day and Saturday half holiday, shall be paid at double rates of regular pay.

ART. 15. That this agreement shall go into effect the 1st day of May, 1907, and shall be for one year.

ART. 16. That this agreement shall not apply to contracts made prior to February 1, 1907.

ART. 17. That this agreement shall be signed by employer and our president and secretary.

ART. 18. That a copy of this agreement shall be put in a conspicuous place, that anyone may read it.

SAMUEL GALLOCI, 83 Railroad ave., Corona.

ADOLPH LAVENDAG, 65 5th st., Woodside.

JOHN WOOD, 143 Seventh ave., Long Island City.

ARTHUR RECKNAGEL, 414 Steinway ave., Long Island City.

HENRY SCHAEFER, 683 Steinway ave., Long Island City.

HUGO SCHWABE, 339 Steinway ave., Long Island City.

TURNER BROS., 120 Jackson ave., Long Island City.

AUGUST MUNDER, 304 Freeman ave., Long Island City.

McKEON & McKENZIE, Court st., Elmhurst.

WM. FORREST, 375 Sherman st., Long Island City.

JOHN SCHNEIDER, 220 Onderdonk ave., Ridgewood.

III.376 NEW YORK STATE DEPARTMENT OF LABOR.

ANDERSON & MACKENZIE, Broadway and Ely ave., Astoria.
BERNARD MIESTER, 36 Main st., Flushing.
ARTHUR LEWIS, 89 Amity st., Flushing.
WILLIAM B. CRUSER, 50 Main st., Flushing.
THOMAS M. CAMPBELL, 112 Broadway, Flushing.
JOHN ANDERSON & SON, 112 Locust st., Flushing.
JOHN F. ROGERS & Co., 131 Main st., Flushing.
ALFRED C. DARE, 33 E. 18th st., Whitestone.
W. H. BEEBE, 18th st., Whitestone.
I. B. MERRET, 35 W. 18th st., Whitestone.
EDWARD KELLY, 18 Main st., Flushing.
MARX & FEHN, 214 13th st., College Point.
JOHN J. KELLY, 90 Prospect st., Flushing.
D. T. HENDRICKSON, 46 Main st., Flushing.
WILLIAM KIRCHNER, 557 Second ave., College Point.
MICHAEL J. MARTIN, 103 High st., College Point.
EDWARD ACKERKNECHT, 500 Second ave, College Point.
JOHN HOLTJE, Great Neck.
F. B. ROBERTSON, Bay Side.
JOHN W. PETRY, Vernon ave., Long Island City.
FRANK QUIRIM, Grand st., near Remsen Place, Maspeth.
W. BRODIE, 31-33 Vernon ave., Long Island City.
FELIX MENZ, 2137 Jamaica ave., Richmond Hill.
CH. HARTMANN, 249 National ave., Corona.
PAUL ROTH, 126 Jackson ave., Corona.

For the Union,

PETER MOTZ, *President*,

BEN. F. FIELDS, *Secretary*.

SHEET METAL WORKERS, ROCHESTER.

[Reported by union as signed by fifty-five firms.]

Articles of agreement made and entered into this 1st day of May, 1907, by and between the Master Sheet Metal and Roofers' Association and the Amalgamated Sheet Metal Workers' Local Union No. 46, all of Rochester, N. Y.

ARTICE 1. It is mutually agreed that on and after May 1, 1907, eight (8) hours shall constitute a day's work. The working hours to be from 8 A. M. to 12 M. and from 1 P. M. to 5 P. M., to be known as regular working hours.

ART. 2. Any employee working between the hours of 5 P. M. and 12 P. M. shall be paid at the rate of time and one-half, and between the hours of 12 P. M. and 8 A. M. shall be paid at the rate of double time. Double time shall be paid for Sundays and all legal holidays, viz.: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

ART. 3. Journeymen and juniors shall be all ready to begin actual work in shop or on job at 8 A. M. and 1 P. M. Eight hours' work, between the hours of 8 A. M. and 5 P. M. shall constitute a day's work.

ART. 4. While working out of town car fare and board shall be paid by

the employer; where the distance is not over twenty-five miles car fare shall be paid to and from the job once a week by the employer. All time going to and from said jobs shall be paid for at the rate of regular time, except that on out of town jobs one-half hour shall be allowed by the employer both going and coming. No employee shall be required to perform any work for his employer by contract.

ART. 5. It is further agreed that the minimum rate of wages for journeymen shall not be less than \$3 per day for regular working hours, and not less than \$2 per day for juniors for regular working hours.

ART. 6. Anyone working at the trade three years and less than five years shall be classified as a junior and shall not receive less than \$2 per day. Anyone working at the trade five years or over, and at least twenty-one years of age, shall be classified as a journeyman and shall receive the minimum rate of wages specified in these articles of agreement.

ART. 7. Shop stewards shall be permitted to solicit men relative to the union outside of the regular working hours, and no discrimination shall take place on account of the action of a said steward in said matters.

ART. 8. Employees must keep themselves provided with a kit of tools, consisting of two hand shears, one hammer, two chisels, two punches, two rivet sets, one prick punch, one pliers, one compass, and one scraper; but where new tools are worn out in employers' service, said tools will be replaced by the employer. Employees must, wherever employed, exercise diligence to do a fair day's work; on evidence of time wilfully lost a reduction of pay must be made for such time lost.

ART. 9. It is further agreed that no contractor shall employ more than (1) apprentice to every three (3) journeymen in his employ, but shall be allowed to employ as many laborers as he sees fit, but in no case shall said laborers be allowed to use sheet metal workers' or gravel roofers' tools. All employees to be prohibited from doing work on their own account.

ART. 10. It is further agreed that all provisions in this agreement shall be binding from May 1, 1907, to May 1, 1909; and it is further agreed that should either party wish to change these articles of agreement at their expiration they shall give at least three (3) months' notice in writing.

SHEET METAL WORKERS, UTICA.

Articles of agreement entered into this 1st day of May, 1907, by and between the Master Sheet Metal Workers' Association of Utica, N. Y., parties of the first part, and Local Union No. 23 of the Amalgamated Sheet Metal Workers I. A. of Utica, N. Y., parties of the second part.

ARTICLE 1.

SECTION 1. That the minimum rate of wages for all members of the party of the second part shall be three dollars per day (\$3), this not to include three year men.

SEC. 2. Eight hours shall constitute a day's work.

SEC. 3. No members of the party of the second part shall do any sheet metal work except for sheet metal contractors.

SEC. 4. All time lost willfully or through the elements of the weather shall be borne by the members of the parties of the second part so affected, this

III.378 NEW YORK STATE DEPARTMENT OF LABOR.

section not to effect members of the parties of the second part when working out of the city.

SEC. 5. That the members of the Sheet Metal Workers' Association shall be given the preference to hiring men over non-association members or shops.

SEC. 6. That the secretary of Local No. 23 notify employers when a member of Local No. 23 has not a quarterly working card.

SEC. 7. This agreement shall take effect May 1, 1907, and remain in full force and effect until May 1, 1908. Either parties desiring a change shall give not less than sixty days' notice from time of its expiration, or if notice is not given, this agreement remains in full force and effect for another year.

SHEET METAL WORKERS, WHITE PLAINS.*

WHITE PLAINS, April 5, 1907.

The following resolutions were adopted by the Amalgamated Sheet Metal Workers, Local No. 287, at their meeting April 4th, and we kindly ask your consideration and signature on same:

The wages to be the same as at present until September 1, 1907, when we desire an increase of \$0.22 per day.

It was also resolved that from the eleventh day of May until the fourteenth day of September, inclusive, we desire the Saturday half holiday. and to receive pay at noon during that period, and all overtime to be paid time and one-half.

This agreement to remain in effect until April 1, 1908.

TILE LAYERS, BUFFALO.

[Reported by union as having been signed by three employers.

This agreement, made and entered into this 4th day of April, 1907, between the undersigned contractors, parties of the first part, and Local Union No. 5, of the Ceramic, Mosaic and Encaustic Tile Layers and Helpers' International Union of Buffalo, N. Y., party of the second part.

The parties of the first part severally agree that all overtime shall be paid for to the party of the second part at one and one-half times the regular rate, and that all work performed on Sundays and holidays shall be paid for at double the regular rate. The holidays embraced within this contract shall be July Fourth, Christmas and New Year's days. The regular hours for work shall be from 8 A. M. to 4.30 P. M., with an intermission of one-half hour from 12 M. to 12.30 P. M.

No one but members of Local No. 5 shall be allowed to lay tile.

The parties of the first part hereby severally agree that all tile layers shall, on and after April 4, 1907, receive three and 60/100 dollars (\$3.60) per day.

It is mutually understood and agreed that sympathetic strikes ordered by other trade unions or by the Central Body of the United Trades and Labor Council, participated in by the party of the second part, for the protection

* See also general agreement under " Building Trades," above.

of union principles, shall in no way be considered a violation of the provisions of this agreement.

This agreement shall take effect on the 4th day of April, 1907, and continue in force until the 4th day of April, 1909.

TUCK POINTERS, BUFFALO.

[Signed by all employers.]

This agreement made and entered into this 1st day of May, 1907, by and between of Buffalo, of the first part, and Tuck Pointers Local Union No. 10,362, of the same place, the party of the second part:

NOW THEN THIS AGREEMENT WITNESSETH:

That for and in consideration of the mutual covenants hereinafter contained, the parties hereby agree to the following:

1. The tuck pointers claim jurisdiction over all kinds of pointing and cleaning on brick, stone, granite, marble and terra cotta, also do hereby agree to do all in their power to prevent any other trades (outside of tuck pointers belonging to this union) from doing our work, such as pointing chimneys, fire-walls, and all kinds of repair work.

2. Eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 4:30 P. M., and the minimum scale of wages shall be \$3.50 per day of said eight hours. Any work performed before 8 A. M. or after 4:30 P. M. shall be paid for at the rate of time and one-half, except Sundays, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Christmas, which days shall be paid for at the rate of double time.

3. The duration of apprenticeship shall be three years, or three seasons, and there shall be no more than two apprentices to any one firm. Apprentices must always be with a journeyman.

4. That time end on Friday night and men to be paid on job during Saturday, before 4:30 o'clock.

5. This local shall recognize only locals carrying building trade cards.

IN WITNESS WHEREOF the parties have hereunto set their hands the day and date first above written.

This agreement shall remain in force one year from above date.

XIII. TRANSPORTATION.

CAR WORKERS, BOSTON & MAINE RAILROAD.

RULES AND REGULATIONS.

A Day's Work.—Nine (9) hours shall constitute a full day's work except on Saturdays, when eight hours shall be worked. This applies to all shop and shop yard men.

2. *Overtime.*—All overtime, that is, time worked over the regular working hours, and on legal holidays and Sundays, will be paid for at the rate of time and a half. This applies to shop and shop yard men and men assigned to wrecking crews.

3. *Minimum Time for Wrecks.*—Men called for wrecks or emergency work between 6 P. M. and 6 A. M. (after having been relieved from duty) will receive a minimum of at least five hours' pay.

4. *Inspector's Overtime.*—Inspectors and others will be paid time and a half for all time worked over what is their regular work day.

5. *Lay-off Notice.*—The company will provide work for all employees as far as practicable during the slack season. Failing to do this, the men will be given a reasonable notice if possible of such lay-off and will be taken back if competent when work is resumed, in preference to new men. Effort will be made to furnish employment, suitable to the capacity of men who are injured in the discharge of their duties.

6. *Promotion.*—A system of promotion will prevail in all shops of this corporation and at all inspection points, said promotion to be governed by merit and ability. All things being equal preference will be given to men longest in the service. When men are advanced from one class of work to another, they will receive the minimum wage paid for that class of work.

7. *Leave of Absence.*—Men, having been employed for a period of one year, may be given a leave of absence not exceeding six (6) months, upon request. In all cases, due notice shall be given in order that their places may be filled.

8. *Transfer Men.*—Men required to transfer at the company's request shall be furnished with transportation for family and household goods, free of charge, if lawful.

9. *Letter if Desired.*—Men shall, if they desire, upon leaving the service be given a letter stating the nature and time of service and reason for leaving the same; said letter to be given within ten (10) days.

10. *Right of Appeal.*—In case of discipline, the right of appeal will be granted if received within ten (10) days. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

11. *Men at Court, etc.*—Men attending court, inquest, investigation or examination, under instructions of an officer of the company, will be paid their standard day rate of pay. If away from home, they will be allowed their legitimate expenses.

12. *Grievances.*—All grievances of a local nature will be settled with the

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.381

local official promptly, if possible. Failing in this, an appeal may be taken to higher officials for settlement.

13. *Posting Notices of Meeting, etc.*—Employees will be allowed to post notices pertaining to meetings on the regular shop bulletin board.

14. *Interpretation of Agreement and Notice of Change.*—No part or article of this agreement will be so construed as to annul or change the meaning of any part or article. Officers in charge of men will be so instructed that there will be a uniform understanding as to its intent and application and no departure from its terms will be made by either party thereto except after thirty (30) days' notice to other party thereto.

For the company,

J. W. MARDEN, *Supt. Car Dept.*

Approved,

HENRY BARTLETT, *G. Mech. Supt.*

Committee for I. A. of C. W.,

T. H. CONDON, *Chairman,*

C. A. SANBORN, *Vice-Chairman,*

GUY L. MAFFETT, *Secretary.*

In effect May 1, 1907.

CONDUCTORS AND MOTORMEN, ALBANY & HUDSON RAILROAD.

This agreement, made and entered into this 5th day of June, 1907, by and between Albany and Hudson Railroad Company and the Brotherhood of Railroad Trainmen. This agreement shall take effect on the 1st day of July, 1907.

WITNESSETH, That in the operation of the line of the Albany & Hudson Railroad Company, both parties hereto mutually agree as follows, to wit:

CLAUSE 1. Seniority of service will rule, other qualifications being equal.

CLAUSE 2. All motormen and conductors who have passed the necessary examination and been accepted as such, to receive twenty-eight and one-half cents (28½) cents per hour from July 1, 1907, to July 1, 1908.

CLAUSE 3. All freight brakemen to receive twenty-one cents (21) per hour while working in freight service.

CLAUSE 4. That a day's work for regular passenger runs will consist of ten hours, and not less than eight hours, to be worked inside of twelve consecutive hours, except that when there is a run that will not pay more than six and one-quarter to seven and three-quarter hours, and the company see fit to allow the additional time in order to make an eight-hour run, the crew bidding in such run shall work enough extra time in that week to make up the extra time allowed. The crew on such runs will be given preference over extra men, until this time is made up. The same conditions will apply to extra men covering such runs.

CLAUSE 5. That when trains are taken off time table and restored, they will be put up for bid, except that when temporarily restored, they shall be given to the crews which were previously assigned thereto.

CLAUSE 6. That men called shall be paid not less than two hours for reporting, except that whenever crews are required to run extra cars to Elec-

III.382 NEW YORK STATE DEPARTMENT OF LABOR.

tric Park from either terminal, they shall receive not less than three hours for same.

CLAUSE 7. That all men in matters of discipline shall receive their censure within a reasonable time from the date of cause, and said time shall count in censure, and shall be paid if found blameless.

CLAUSE 8. That men called for extra work, shall be called as far ahead as possible, and notified as to what purpose they are wanted for, when possible.

CLAUSE 9. That all freight motors leaving either terminal, handling more than one car, shall be provided with brakeman or brakemen.

CLAUSE 10. That all runs be posted and advertised for bid at change of time table. When new runs are created or vacancies occur, same to be advertised. When necessary to permanently change runs or time table in force, all runs, whether affected or not, to be advertised; assignment of runs to be made within five days and posted on bulletin board.

CLAUSE 11. That all road work shall be done by conductors and motormen, as far as practical.

CLAUSE 12. A person leaving train-service to enter other employment of the company, shall forfeit his rights and seniority in the train-service after six months.

CLAUSE 13. That freight brakemen be given preference over new men in line of promotion to conductor or motorman, when ability is shown to assume such position.

CLAUSE 14. Temporary vacancies of six days or more will be filled by the oldest extra man.

CLAUSE 15. Passenger conductor will not be required to cut or couple hose or carry fenders when car-inspectors or car-house hands are present.

CLAUSE 16. That motormen's uniforms consist of overalls and jumper, and the same must be worn when on duty, except that during the winter season, motormen will be permitted to wear overcoat and jumper. Conductors' uniform to consist of regulation blue uniform. Conductors of work-train, milk-train and freight-train, will be permitted to wear overalls and jumpers. Uniform of passenger conductors and motormen to be kept in a neat and clean manner.

CLAUSE 17. When a man is taken off his regular run and assigned to other work, he will be paid full time of regular run whether he works or not.

CLAUSE 18. That motormen will not be compelled to take non-air cars carrying passengers from either terminal, when there is a car available in barn with air working properly, except that non-air cars may be towed from either terminal on two last trains at night.

CLAUSE 19. That when an extra man does not desire to cover a regular run on opposite end of road, he shall lose his rights on extra list, and shall be considered last man out.

CLAUSE 20. That all regular crews required to dead-head from opposite end from which they are assigned runs, shall be paid actual time consumed dead-heading in either direction. All men commencing work on one end of the road and getting through on opposite end, will be paid dead-head time back to point where they began work.

CLAUSE 21. That when an extra man has been suspended he will stand

last out on the day he was to report for work, regular men suspended and ordered to report on a given day, will take their regular run on that day.

CLAUSE 22. That when regular men are laying off an indefinite period, they must report for work before 5 P. M. on day before they desire to go to work; otherwise extra men will be assigned for that run. When extra man reports, he will stand last out.

CLAUSE 23. On regular freight runs, twelve hours or less will constitute a day, except on Sunday and holidays, when actual time will be paid. On freight trains, thirty-five (35) minutes overtime will count one hour; under thirty-five (35) minutes nothing; that extra freight crews on Sundays shall consist of conductor, motorman and two brakemen.

CLAUSE 24. That no time will be paid for annulled half-hour trains, unless crews are held on duty.

Albany & Hudson Railroad Co.,

By WM. DARBEE, *General Manager.*

F. C. BAILEY,

Chairman for Trainmen, B. of R. T.

E. A. DAVIDSON,

GEO. H. WILBUR,

Committee.

CONDUCTORS, TRAINMEN, AND YARDMEN, BOSTON & MAINE RAILROAD.

Rules and rates of pay applicable to men in train and yard service; in effect, for men paid semi-monthly, March 1, weekly, March 3, 1907.

GENERAL RULES.

1. *Rights of Men.*—Men's rights will be confined to their respective divisions. If it is necessary for men to run on two or more divisions, the runs will be allotted fairly between the divisions by the general superintendent. Road men shall not have yard rights.

Promotions.—Promotions will be governed by merit, ability and seniority; all things being equal, preference will be given to men longest in the service, the superintendent to be judge of qualifications.

Examinations.—The uniform basis for examination in train rules will be continued. Men not examined in turn or passing examination on second trial given on their request within six months after failure on first trial, will hold all their rights. Men failing on second examination, or twice refusing to take examinations for promotion will be relegated to the foot of the list for promotion.

Roster.—A roster of men showing their rank for promotion will be kept at a place convenient for inspection.

2. *Bidding.*—Vacancies in regular runs will be bulletined showing time and date within days* from date of vacancy, on all the bulletin boards of the division or section on which vacancy exists. At the expiration of ten days from posting of bulletin, the vacancy shall be filled by the appointment of the bidder, if competent, who holds senior rank in that class.

Regular runs are scheduled trains, and extra trains which have run from specified terminals regularly more than sixty days.

* So in original.

III.384 NEW YORK STATE DEPARTMENT OF LABOR.

Work trains will be advertised as regular trains after having run continuously for six months.

Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

All vacancies other than regular will be filled for seven days by the oldest available unassigned man. Application for the vacant position must be made within seven days from date of the vacancy, and the assignment made as soon as possible thereafter to the oldest unassigned man having made application. He can be displaced only by an older unassigned man who may have been assigned at the time the vacancy occurred — men so displaced will have same rights in assigning themselves. However, after a man holding a regular run has been off duty on account of sickness or other causes for sixty days, his job will be bulletined as a regular run, subject to return of the regular man and all vacancies caused by said posting will be treated in like manner. If regular man returns all men affected will revert to former positions.

When more than one vacancy exists at the same time, men shall have the right to bid on all such vacancies, stating preference.

Any unassigned qualified man failing to bid for a vacancy on regular run, or refusing an assignment to the permanent or temporary duties of a conductor will be placed on the roster for promotion below those bidding off such vacancy or accepting such assignments. Men declining assignments must do so in writing.

3. *Reduction of Force.*—When there is a falling off in business, and men are unable to make fair wages, the force shall be reduced in the inverse order to which they were promoted.

4. *Temporary Transfer.*—In case of shortage of men on one division, and a surplus on another, the surplus men may be transferred temporarily, to avoid hiring new men. Such men, when transferred, will hold their rights on home division, provided they return within six months from date of such transfer, but if permanently transferred, they shall rank as new men from date of transfer.

5. *Rest.*—Men who have performed continuous service sixteen hours or more will not be required to resume duty until they have had ten hours' rest.

6. *Inexperienced Men.*—Crews will not be required to work with more than one inexperienced man.

7. *Discipline.*—In case of discipline, right of appeal will be granted if exercised within ten days, and a hearing will be given as promptly as possible, at which men may be accompanied by fellow employees of the same or superior class. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

8. *Transportation, Household Effects.*—Men required to transfer, at the railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

9. *Leave of Absence.*—Men having been employed for a period of one year may be given a leave of absence not exceeding six months, upon request. In all cases due notice shall be given, in order that their places may be filled.

10. *Employment for Injured.*—Efforts will be made to furnish employment suitable for their capacity to men who have been injured in the discharge of their duties.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.385

11. *Service Letter*.—Men shall, if they so desire, upon leaving the service, be given a letter stating the nature and time of service, and reason for leaving the same. Said letter to be given within ten days.

12. *Property Loss or Damage*.—Men will not be required to pay for loss of or damage to switch keys, lanterns or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper officer within twenty-four hours after such loss or damage occurs.

13. *Terminal or Station Switching*.—Road crews will not be required to do switching at terminal points, or station switching where yard engines are stationed.

Crews required to do station switching at other points in excess of thirty minutes shall be paid local freight rates.

All trains at initial points where switching engines are employed will be made up in station order by yard crews so far as practicable.

At other stations where switching engines are employed yard crews will, whenever practicable, assemble and place cars on most convenient track available for road train to pick up.

14. *Pay While Attending Court, etc.*—Men attending court, inquest or investigation, examination for color blindness, and after first examination in air-brake car, under instructions of an officer of the company, will be paid the same amount to which they would have been entitled had they remained on their runs. This will not apply to examination for promotion.

If on lay-off days, men will receive for five hours or less, one-half day; for over five hours, one day.

If away from home, they will be allowed, in addition, their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

15. *Pay for Outside Service*.—Men called upon to perform duty outside of their regular class of service, will be paid for the class of service performed, provided that the rate of pay shall in no case be less than they would have received had they performed their regular service. It being understood that this rule applies where men are called upon to perform duty outside of train service.

16. *Pay — Composite Run*.—Crews handling trains made up of passenger equipment one way and freight equipment the opposite, on a continuous round trip, will be allowed freight rates.

If train is local freight one way, local rates will be paid for round trip.

17. *Dead-heading*.—Men dead-heading under orders will receive one-half mileage on passenger, and full mileage on freight trains, at daily rate. They will not receive more pay for dead-heading than for working. They will receive at least one day's pay if no other duties are performed.

18. *Pilots*.—Pilots shall receive conductor's rate according to class of service — freight or passenger.

19. *Release*.—Men released from duty between terminal stations will receive pay for full run.

20. *Time not Allowed*.—When time is not allowed, according to the slip, men shall be notified of the reason of disallowance.

PASSENGER SERVICE.

21. *Rates and Hours.*—Schedule rates of pay.

	Per day.	Over 100 miles.*	Overtime, per hour.
Conductor	\$3 60	1c	\$0 36
Assistant conductor	2 90	½c	29
Baggage-master	2 30	½c	23
Brakemen	2 10	½c	21

Inexperienced Rate.—Inexperienced brakemen and conductors will receive twenty-five cents per day less than rate for service performed for the first 157 days, except men running in place of regular men, when they will receive the pay of the men whose places they take.

Time for men will begin when required to report for duty, and cease when excused from duty.

Overtime.—Overtime will begin after the expiration of eleven hours and thirty-one minutes, said thirty-one minutes to be counted one hour, and so on for each succeeding hour.

Run Limits.—No run to be over two hundred and fifty miles in length. On other than one way runs men will be returned to their home terminal each night, unless scheduled mileage to be made is in excess of one hundred and sixty miles. No one to be given over two terminal points.

22. *Promotions.*—Promotion will be made in passenger service from brakemen or baggage-master to assistant-conductor or conductor.

A passenger man will be recognized as a spare conductor when he is assigned duties wholly those of a conductor: as a regular conductor when permanently assigned to the schedule train running the entire year.

23. *Manning Trains.*—The number of men assigned to passenger trains shall be governed by the following conditions, except in case of necessity.

Trains of five cars or more — Conductor, baggage-master, and not less than two brakemen. Trains of more than two and less than five cars — Conductor, baggage-master and not less than one brakeman. At least one brakeman shall be assigned to every two day coaches carrying passengers.

24. *Calling.*—Unless otherwise arranged, passenger men will be called at least one hour before leaving time between the hours of 12 midnight and 6 A. M.

The callers will be provided with books, in which men called will sign their names and the time called.

25. *Summer Assignments.*—At least two weeks previous to summer schedule going into effect, a list of all temporary summer passenger runs for conductor or assistant conductor, affected by summer schedule, shall be posted on all regulation bulletin boards. Applications will be received from men, in writing, or by personal signature, on list of runs provided at trainmaster's office for a period of four days. Assignments to be made at once, according to seniority and ability.

All vacancies occasioned on account of first assignment, and all other positions to be filled, will be treated in a like manner, after which all remaining vacancies will be filled by personal assignment by train-master, in accordance with seniority and ability. Men holding regular runs, which have

* One hundred miles or less, eleven hours or less, to constitute a day's work. For mileage in excess of one hundred, ten miles for each ten or fraction thereof will be allowed.

been changed, will have first right to them if they so desire. Men will revert to former runs upon winter schedule becoming effective.

26. Displacing Rights.—When the terminal of a passenger man is changed, his run increased twenty miles or more over the maximum day, his length of day increased two hours or more over the maximum day, or his earnings decreased twenty miles or more, the man so affected will have first right to it, or may within ten days claim run held by his junior in the rank. The man so displaced will have the same right in regard to his junior in rank.

When a man's run is abolished, he will have the right within ten days to claim run held by his junior in rank; the man so displaced will have same right in regard to his junior in rank.

NOTE.—It being understood that this rule applies only when changed conditions are expected to continue sixty days or more, and in no way applies to rule 25.

27. Handling Drafts.—All through trains in Boston terminal will be taken to and from station and yard by men provided for that purpose, same as heretofore. This will also include the heating and lighting of cars, but in no way changes the present custom at other terminals.

28. Pay for Composite Service.—Regular conductors doing the work of an assistant conductor, will receive regular conductor's rate of pay for the day.

Assistant conductors doing the work of a regular conductor, a part of the day, will be paid regular conductor's rate for the day.

Brakemen acting as baggage-masters a part of the day will be paid baggage-master's rate for the day.

29. Emergency Service.—Regular men in case of emergency called for service before and in addition to their regular run between trips or before registering off duty, will be paid regular excess mileage as per schedule, at the following guarantee from the railroad:

	Conductors.	Assistant conductors.	Baggage- masters.	Brake- men.
One hour or less, miles.....	36	58	46	42
Over one hour and five hours or less, miles	180	290	230	210
Over five hours, miles.....	360	580	460	420

Service in excess of one hundred miles will not be considered emergency work within the meaning of this rule.

30. Spare Men.—Spare men called and not used will be allowed a minimum of three hours; if held over three hours, and not exceeding five hours, one-half day. If held over five hours, one day, but if sent out on the road, not less than one day will be allowed.

31. Pay for Handling Baggage.—Men whose hours of service exceed eleven hours, or whose mileage exceed one hundred and twenty miles, if required to assist in handling any baggage for any train other than their own, will be paid for the actual time engaged in such work, at one-tenth of the regular daily rate per hour; minimum allowance to be one hour in addition to their regular daily wage.

32. Cleaning Cars, etc.—Generally passenger man will not be required to clean cars, couple or uncouple hose, where inspectors or car cleaners are pro-

III.388 NEW YORK STATE DEPARTMENT OF LABOR.

vided. When trainmen are required to wash cars, overtime rate will be paid with a minimum allowance of one hour in addition to their regular daily rate.

FREIGHT SERVICE.

33. *Rates and Hours.*—Rates for men in freight service.

CLASS.	Rate	Over 100	Over 75	Overtime,
<i>Through Freight.</i>	per day.	miles,	miles,	per hour.
		per mile.	per mile.	
Conductors	\$3 35	.0335	.....	.335
Flagmen and Brakemen.....	2 35	.0235	.....	.235
<i>Local Freight.</i>				
Conductors	3 60	.....	.048	.48
Flagmen and Brakemen.....	2 60	.....	.0546	.346

Inexperienced Rate.—Inexperienced brakemen and conductors will receive twenty-five cents per day less than rate for service performed for the first 157 days, except men running in place of regular men, when they will receive the pay of the men whose places they take.

For through freights, one hundred miles or less or eleven hours or less, and local freights, seventy-five miles or less, or eleven hours or less, to constitute a day's work.

Time for men will begin when required to report for duty, and cease when excused from duty.

Overtime.—Overtime will begin after the expiration of eleven hours and thirty-one minutes, said thirty-one minutes to be counted one hour, and so on for each succeeding hour. Ten miles per hour guaranteed; overtime to be allowed when hours exceed the miles.

"Through Local" Rate.—Twenty-five miles will be added to the miles allowed for the run made by through freight crews, making more than five stops to take on or set out cars, unloading or loading freight at more than three stops, consuming more than thirty minutes icing cars, making more than ten switches, exclusive of the necessary switching on account of placing air-brake car to handle train.

NOTE.—A switch is defined as follows: The setting off of cars from two placed in a train or taking on a car or cars not ahead on one track.

34. *Promotion.*—Promotion in freight service will be from brakeman or flagman to conductor.

A freight man will be recognized as a conductor from date of passing examination for promotion, but will hold rights as a brakeman until assigned duties wholly those of a conductor.

35. *Displacing Rights.*—When a man's terminal is changed, or a round trip run changed, so that the run does not return to its initial point every day, or the leaving time of the initial train is changed, three hours or more, or the initial train taken off or abolished, or the initial run extended fifteen miles or more, or a scheduled train is placed in the pooled run, the men so affected will have first right to it, or may, within ten days claim run held by their junior in rank. Men so displaced shall have the same right in regard to their juniors in rank.

36. *Handling of Caboosees.*—Caboose tracks will be provided at terminal points, where practicable, and no switching will be done with cabooses.

Other cars will not be placed on caboose tracks.

37. *Following Regular Cars.*—Men on pooled runs shall be crewed up following regular cars, so far as volume of traffic will admit.

38. *Calling.*—Unless otherwise arranged, freight men living within one mile of the yard office, or other designated point at a district terminal, where callers are provided, will be called for trains leaving between the hours of 11 P. M. and 7 A. M. as nearly as practicable, one hour and thirty minutes before the time required to report for duty.

The callers will be provided with books, in which men called will sign their names and the time called.

39. *Local Defined.*—Local freight rate to apply only to trains so scheduled, pick up and drop trains, mixed trains, and trains doing practically the same class and amount of work.

40. *Emergency Service.*—In case of emergency and a regular man is called upon to do extra work between his regular laid out day's trip, or before registering off duty, he will be allowed ten miles, for less than ten miles or less than one hour; fifty miles for ten miles or over, up to fifty miles, or one hour or over up to five hours; all over fifty miles or five hours, he will be paid as per article in schedule covering classification of pay.

It is understood that this will cover emergency work en route, the time consumed to be deducted from the overtime made outside of scheduled or assigned run.

41. *Called for Extra Service.*—A regular man called after registering off, or during his lay-off, to do extra work, will be allowed one day for one hundred miles or less, or eleven hours or less, as per class of service performed.

Regular men will not be called upon to do extra or emergency work when extra men are available.

42. *Pay when Called for Train.*—Freight men called for trains that do not go out will be allowed three hours. If held up to five hours, half a day's pay and stand first out. If held longer than five hours, one day's pay will be allowed, and stand behind other men at that point. When a man signs the caller's book for a subsequent train, he will be released from the first train, but if obliged to go out on the road, not less than one day's pay will be allowed.

43. *Held at other than Home Terminals.*—Freight men receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight rates after ten hours. This will not apply to men whose runs are scheduled for a lay-over of more than ten hours.

44. *Work or Wreck Trains.*—Men assigned to work or wreck trains shall be paid through freight rates.

45. *Doubling Hills.*—Men doubling hills, or obliged to follow the engine, in going for water or coal, or any conditions beyond their control, will be allowed mileage in addition to trip.

46. *Double Heading.*—A double-header is a train where an extra engine is attached for the purpose of hauling tonnage in excess of the rating of the larger engine on the train, over the minimum grades covered by the trip, or

III.390 NEW YORK STATE DEPARTMENT OF LABOR.

where two engines are coupled together over ten miles, for the purpose of hauling tonnage in excess of the rating of the larger engine.

When cars are picked up or set out by double-headed trains, local rates will be paid. This will not apply at points where regular helpers are stationed.

It will not be the practice to double-head local freights.

NOTE.—It being understood that this will not apply to the setting out of cars with hot-boxes, or crippled cars other than those caused by defective draft gear.

No part or article of this agreement will be so construed as to annul or change the meaning of any part or article. Officers in charge of men will be so instructed that there will be a uniform understanding as to its intent and application, and no departure from its terms will be made by either party thereto except after thirty days' notice to other parties thereto.

(Signed) For the Railroad,

C. E. LEE, *General Superintendent.*

For the Conductors,

F. B. SEARS, *Chairman,*

T. J. HOLIERAN, *Vice-Chairman,*

W. S. SHAW, *Secretary.*

For the Trainmen,

J. L. SHAW, *Chairman,*

W. S. KEAY, *Vice-Chairman,*

W. T. DOHERTY, *Secretary.*

YARD SERVICE.

47.. *Rates and Hours.*—Rates of pay for yardmen.

		CONDUCTORS.		
Days, \$3.20; nights, \$3.30.	Days, \$3.10; nights, \$3.20.	Days, \$3; nights, \$3.10.	Days, \$2.95; nights, \$3.05.	Days, \$2.85; nights, \$2.95.
Boston, Lowell, Oakdale, Worcester, Springfield, Holyoke, Northampton, Lyndonville.	Lawrence, Lynn, Salem, Manchester, N.H. Waltham, Fitchburg, Gardner, East Deerfield, Greenfield, North Adams, Mechanicville, Troy, Rotterdam Jctn. Ayer. Nashua, Concord, N. H. Bellows Falls, Williamstown, Deering Jctn.	W. Lebanon, Woodsville, White River Jctn. Newport.	Haverhill, Dover, Biddeford, Reading, Newburyport, Portsmouth, Portland, Gloucester, Keene, Rochester, Lakeport, Plymouth, N. Woodstock.	Amesbury.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.391

Special rates at Woburn, days \$3.70; Berlin, days \$3.50, nights \$3.25.

BRAKEMEN.

Days, \$2.65; nights, \$2.75.	Days, \$2.60; nights, \$2.70.	Days, \$2.55: nights, \$2.65	Days, \$2.45: nights, \$2.55.
Boston,	Lawrence,	Portsmouth,	Newburyport,
Lowell,	Lynn,	Portland,	Gloucester,
Woburn,	Salem,	Haverhill,	Amesbury
Oakdale,	Manchester, N. H.	Dover,	Biddeford
Waltham,	Ayer,	Rochester,	Reading
Fitchburg,	Nashua,	W. Lebanon,	
Gardner,	Concord.	Lakeport,	
E. Deerfield,		Plymouth,	
Greenfield,		Woodsville,	
North Adams,		N. Woodstock	
Williamstown,		Berlin,	
Mechanicville,		Lyndonville,	
Troy,		White River Jctn.	
Rotterdam Jctn.		Newport,	
Keene,		Deering Jctn.]	
Worcester,			
Springfield,			
Holyoke,			
Northampton,			
Bellows Falls.			

Inexperienced Rate.—Inexperienced brakemen will receive twenty-five cents per day less than rate for service performed for the first 157 days.

Time for men shall begin when required for duty, and cease when excused from duty.

In yards, ten hours shall constitute a day's work; for any service less than five hours a minimum allowance of five hours shall be allowed; and for five hours or over, one day, exclusive of meal hours.

Overtime.—Overtime shall begin after the expiration of ten hours; to be compensated at one-tenth the daily rate per hour. Thirty minutes or less will not be counted; over thirty minutes, one hour. If held over twelve hours and thirty minutes, minimum allowance will be paid.

48. *Rights of Men.*—The rights of yardmen will be confined to their respective yards, except where yards are abolished. Yardmen so affected will take senior rights on the extra list in other yards on that division. Yardmen will not have road rights.

A roster of men, showing their rank for promotion, will be kept at a place convenient for inspection.

49. *Promotion.*—Line of promotion in yard service will be from brakeman to conductor. The most capable, competent senior yard conductor shall be selected for position of assistant yard master. Temporary vacancies shall be filled in keeping with the above.

Promotions will be governed by merit, ability and seniority; all things being equal, preference in promotion will be given to the men longest in the service. The superintendent will be the judge of the qualifications.

Men will be promoted in turn.

Any man failing to bid for the position of a conductor on a regular job, or refusing an assignment to the duties of a conductor, will be placed below the successful bidder, or the man accepting such assignment.

50. *Bidding*.—All permanent vacancies in yard service will be bulletined within five days from the date of vacancy on the bulletin boards of that yard, where vacancies exist. At the expiration of ten days from posting of bulletins, the vacancies shall be filled by the appointment of the bidder, if competent, who holds senior rank in that class.

All vacancies other than regular will be filled for seven days by the oldest available unassigned man. Application for the vacant position must be made within seven days from date of the vacancy, and the assignment made as soon as possible thereafter to the oldest unassigned man having made application. He can be displaced only by an older unassigned man who may have been assigned at the time the vacancy occurred—men so displaced will have same rights in assigning themselves. However, after a man holding a regular position has been off duty on account of sickness or other causes for sixty days, his job will be bulletined as a regular position, subject to return of the regular man, and all vacancies caused by said posting will be treated in like manner. If regular man returns all men affected will revert to former positions.

Switchers after being on continuously for thirty days, will be considered permanent, and will be advertised as such. This will also apply to advertising work trains on the terminal division.

Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

When more than one vacancy exists at the same time, men shall have the right to bid on all such vacancies, stating preference.

Displacing Rights.—When the time of a regular job has been changed two hours or more for more than seven consecutive days, the men affected will have first right to it or may within ten days take job held by their juniors in rank. When a regular job has been taken off they may, within ten days, take any place held by their juniors in rank. Men displaced will have same right in regard to their juniors in rank.

51. *Yard Men doing Road Work*.—Yardmen required to run trains on the road, signing orders or making out reports, will be paid through freight rates for the day. If local work is done, as provided by local rule, then local rates will be paid. If yard rate is more than road rate, then yard rate will be paid. Ten hours will constitute a day's work.

52. *Pay when Attending Court, etc.*—Men attending court, inquest or investigation, examination for color-blindness, and after first examination in air-brake car, under instructions of an officer of the company, will be paid the same amount they would have been entitled to had they remained on their job. This will not apply to examination for promotion.

If on lay-off days, men will receive for five hours or less, one-half day; for over five hours, one day.

If away from home, they will be allowed, in addition, their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity.

53. *Men Called Not Used*.—Yardmen called for service and not required to work will be allowed a minimum of three hours' pay. Over three hours,

and not exceeding five hours, one-half day's pay. Over five hours, one day's pay will be allowed.

54. *Pay for Composite Work.*—Where a brakeman is used as a conductor a part of a day, he will be paid conductor's rate for the day.

55. *Night Work Defined.*—Men working between the hours of 6 p. m. and 6 a. m., four hours or more, will be paid night rates.

56. *Meal Hour.*—One hour will be allowed for meals, between the fourth and one-half and sixth and one-half hour from time to reporting of work; if necessary to work during the time specified, thirty minutes will be allowed for meals, and one hour additional pay.

57. *Pay for Outside Service.*—Men called upon to perform duty outside of their class of service will be paid for the class of service performed, provided that the rate of pay shall in no case be less than they would have received had they performed their regular service. It being understood that this rule applies where men are called upon to perform duty outside of yard service.

58. *Time Not Allowed.*—When time is not allowed, according to the slip, men shall be notified of the reason of disallowance. •

59. *Reduction of Force.*—When there is a falling off of business, and men are unable to make fair wages, the force shall be reduced in the inverse order to which they were promoted.

60. *Temporary Transfer.*—In case of a shortage of men in one yard, and a surplus in another, the surplus men may be transferred temporarily, to avoid hiring new men. Such men, when transferred, will hold their rights in home yards, providing they return within six months from the date of such transfer; but if permanently transferred they shall rank as new men from date of transfer.

61. *Discipline.*—In case of discipline, right of appeal will be granted, if exercised within ten days, and a hearing will be given as promptly as possible, at which men may be accompanied by fellow employees of the same or superior class. If investigations find the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

62. *Property Loss or Damage.*—Men will not be required to pay for loss of or damage to switch keys, lanterns or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper officer within twenty-four hours after such loss or damage occurs.

63. *Spare Men.*—When regular assigned yardmen lay off, their places will be filled by available spare men.

64. *Inexperienced Men.*—Crews will not be required to work with more than one inexperienced man.

65. *Required to Double.*—Yardmen will not be required to double when it is possible to secure spare men, unless they do so voluntarily.

66. *Rest.*—Men who have performed continuous service sixteen hours or more, will not be required to resume duty until they have had ten hours' rest.

67. *Foot Boards and Hand Holds.*—No engine will be worked in any yard service more than two days in succession without being equipped with foot-boards and hand-holds, and will then be used only during daylight hours.

68. *Shifting on Trestles, etc.*—All temporary coal tracks, trestle and repair tracks will be shifted during daylight hours when possible.

III.394 NEW YORK STATE DEPARTMENT OF LABOR.

69. *Coupling Hose*.—Yardmen shall not be required to couple or uncouple air hose where inspectors are available.

70. *Transportation, Household Effects*.—Men required to transfer, at the railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

71. *Leave of Absence*.—Men having been employed for a period of one year may be given leave of absence not exceeding six months, upon request. In all cases due notice shall be given in order that their places may be filled.

72. *Employment of Injured*.—Efforts will be made to furnish employment suitable for their capacity to men who are injured in the discharge of their duties.

73. *Service Letter*.—Men shall, if they so desire upon leaving the service, be given a letter stating the nature and time of service and reason for leaving the same. Said letter to be given within ten days.

No part or article of this agreement will be so construed as to annul or change the meaning of any part or article. Officers in charge of men will be so instructed that there will be a uniform understanding as to its intent and application, and no departure from its terms will be made by either party thereto except after thirty days' notice to other parties thereto.

(Signed) For the Railroad,

C. E. LEE, *General Superintendent*.

For the Yardmen,

J. L. SHAW, *Chairman*,

W. S. KEAY, *Vice-Chairman*,

W. T. DOHERTY, *Secretary*.

CONDUCTORS, TRAINMEN, AND YARDMEN, BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.

Rules and rates of pay for the government of employecs in train and yard service, effective March 1, 1907.

ARTICLE I.

PASSENGER TRIP RATES.

ROCHESTER DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.
Rochester	Perry and return	\$3 75	\$2 20	\$2 10
Rochester	Salamanca and return to E. Salamanca . . .	3 00	1 70	1 65
Perry	Silver Lake Junction and return	45	.....	20

BUFFALO DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.
Buffalo	Springville and return	\$3 05	\$0 85	\$1 80
Buffalo	Cascade Park and return	3 05	1 85	1 80
Buffalo	East Salamanca and return	3 10	1 80	1 75
Buffalo	*Salamanca and return	3 25	1 90	1 80
Buffalo	Bradford and return	3 75	2 20	2 10
Buffalo	Bradford and return, when into Salamanca	4 00	2 30	2 20
Buffalo	Allegheny or Pittsburg	6 35	3 65	3 50

* Includes additional stub run, Salamanca to East Salamanca and return.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.395

MIDDLE DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.
Bradford.....	Dubois.....	\$2 00	\$1 20	\$1 10
Bradford.....	Punxsutawney.....	2 35	1 35	1 30

PITTSBURG DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.
Dubois.....	Allegheny or Pittsburg and return.....	\$5 50	\$3 15	\$3 05
Clearfield.....	Falls Creek and return.....	2 25	1 30	1 25
Clearfield.....	Bradford.....	2 35	1 35	1 30
Pittsburg.....	Buffalo.....	6 35	3 65	3 50
Punxsutawney.....	Indiana and return.....	2 00	1 20	1 10

BAGGAGEMEN.

From —	To —	Baggage- man.	Assist- ant.
Buffalo.....	Springville and return.....	\$1 80	\$1 70
Buffalo.....	Cascade Park and return.....	1 80	.....
Buffalo.....	Ellicottville and return.....	.....	1 90
Rochester.....	Perry.....	*50 00	.....

SECTION 2. When only one trainman is employed on a passenger train, he will receive flagman's pay.

SEC. 3. Overtime will be paid in passenger train service when over two hours late.

SEC. 4. For passenger runs not herein specified, the following rates will be paid, when same are not less than would have been earned on regular runs, ten hours or less to constitute one day:

Conductor	\$3.00
Flagman	2.20
Brakeman	2.10

ARTICLE II.

THROUGH FREIGHT TRIP RATES.

ROCHESTER DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.	Miles.	Over- time after hrs. m.
Rochester.....	Gainesville and return..	\$4 00	\$2 85	\$2 55	105	10 30
Rochester.....	East Salamanca.....	3 60	2 50	2 40	105	10 30
Gainesville.....	Warsaw and return....	1 20	90	75	21	2 6

BUFFALO DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.	Miles.	Over- time after hrs. m.
Buffalo.....	Ashford and return....	\$3 00	\$2 20	\$2 00	90½	9 2
Buffalo.....	East Salamanca.....	2 25	1 60	1 45	58½	5 51

* Per month.

III.396 NEW YORK STATE DEPARTMENT OF LABOR.

MIDDLE DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.	Miles.	Over- time after hrs. m.
E. Salamanca	Dubois	\$3 40	\$2 35	\$2 25	99	9 54
E. Salamanca	Punxsutawney	4 15	2 90	2 75	120½	12 5
E. Salamanca	Freeman and return . . .	3 00	2 15	2 00	87½	8 44
Clarion Jctn	Freeman and return . . .	1 30	1 00	85	35½	3 32
Clarion Jctn	High Dry and return . . .	1 40	1 05	90	43½	4 20
Dubois	Clarion Jctn. and return	2 80	2 10	1 80	75½	7 33
Dubois	High Dry and return . . .	4 00	2 60	2 45	118½	11 53
Dubois	Freeman and return . . .	3 70	2 50	2 40	110½	11 3

PITTSBURG DIVISION.

From —	To —	Con- ductor.	Flag- man.	Brake- man.	Miles.	Over- time after hrs. m.
Dubois	Punxsutawney	\$0 90	\$0 75	\$0 60	22	2 12
Dubois	Allegheny	4 25	3 00	2 85	122½	12 15
Dubois	Clearfield and return . . .	2 10	1 50	1 45	58½	5 50
Dubois	Rockton and return . . .	75	55	50	18½	1 51
Dubois	Echo and return	3 15	2 30	2 15	92½	9 14
Dubois	Vintondale	2 85	2 00	1 85	81½	8 9
Dubois	Butler Jctn	2 85	2 00	1 85	81½	8 11
Dubois	Iselin and return	4 40	3 05	2 95	128	12 46
Dubois	Josephine and return . . .	4 40	3 05	2 95	126½	12 38
Dubois	Ernest and return	3 10	2 25	2 10	93½	9 23
Dubois	Ernest to Punxsutaw- ney to Dubois	3 30	2 40	2 25	100	10 ..
Dubois	Ernest to Rockton and return to Dubois	3 50	2 50	2 35	106	10 36
Dubois	Indiana Jctn	75	55	50	18½	1 59
Clearfield	Rockton and return . . .	1 35	1 00	85	39½	3 51
Punxsutawney	Allegheny	3 40	2 50	2 35	100½	10 5
Punxsutawney	Ernest and return	2 30	1 65	1 55	63	6 18
Punxsutawney	Clearfield and return . . .	3 10	2 25	2 10	90	9 36
Punxsutawney	Clearfield to Dubois and return to Punxsu- tawney	3 30	2 40	2 25	96	9 36
Punxsutawney	Echo and return	2 00	1 50	1 40	48½	4 51
Punxsutawney	C. and M. Jctn. and return	1 60	1 40	1 10	37½	3 47
Punxsutawney	Rockton and return . . .	2 00	1 45	1 30	50	5 ..
Punxsutawney	Rockton and return to Dubois	1 40	1 05	90	34½	3 26
Punxsutawney	High Dry and return . . .	5 60	4 00	3 55	162½	16 15
Punxsutawney	Freeman and return . . .	5 30	3 80	3 40	154½	15 27
Punxsutawney	Clarion Jctn. and return	4 20	3 00	2 85	119½	11 56
Dayton	North Point and return.	55	40	35	15½	1 35
Dayton	Echo and return	55	40	35	11	1 6
Butler Jctn	Punxsutawney	2 10	1 45	1 35	59½	5 59
Butler Jctn	Dayton and return . . .	2 65	1 75	1 65	82½	8 14
Butler Jctn	Allegheny and return . . .	3 00	2 10	2 00	81½	8 11
Butler Jctn	New Castle and return . .	3 00	2 10	2 00	85½	8 35
Indiana Jctn	Ernest and return	2 05	1 45	1 40	56½	5 39
Indiana	Vintondale and return . .	2 10	1 50	1 45	59	5 54
Creekside	Vintondale and return . .	2 65	1 90	1 80	73	7 18
Creekside	Josephine and return . . .	1 30	1 00	90	35½	3 33

MIXED TRAINS.

From —	To —	Con- ductor.	Flag- man.	Brake- man.	Over- time after hrs. m.
Butler.....	Dubois and return	\$5 00	\$3 30	\$3 20	.. ..
Indiana.....	Vintondale and return.....	2 10	1 50	1 45	5 54
Indiana.....	Josephine and return.....	80	60	55	2 15
Creekside.....	Vintondale and return.....	2 60	1 85	1 75	7 18

RIDGE BRANCH RUNS.

From—	To—	Con- ductor.	Flag- man.	Brake- man.
Iselin.....	Creekside and return.	\$1.50	\$1 15	\$1 00

Overtime shall commence after the expiration of five hours in connection with any one round trip. Sixteen minutes or over, but not exceeding thirty-one minutes shall be considered as one-half hour. Over thirty-one minutes and not exceeding sixty minutes shall be considered as one hour.

Any switching performed at Iselin shall be paid for at overtime rates, for actual time engaged in such service.

LOCAL FREIGHT TRIP RATES.

From—	To—	Con- ductor.	Flag- man	Brake- man.	Miles.	Over- time after hrs. m.
Rochester.....	East Salamanca.....	\$3 70	\$2 65	\$2 50	105	15
Buffalo.....	East Salamanca.....	3 50	2 50	2 35	58½	10
East Salamanca.....	Dubois.....	3 85	2 75	2 60	99	10
Dubois.....	Butler Junction.....	3 60	2 55	2 45	81½	10
Punxsutawney.....	Indiana and return..	3 60	2 55	2 45	73	10
Clearfield.....	Dubois and return...	3 60	2 55	2 45	58½	10
Butler.....	New Castle and return	3 60	2 55	2 45	85½	10

1. When three crews are used on local freight, and paid for lay-over day (similar to system at present in vogue on the Rochester Division), overtime will be paid after fifteen hours.

2. Overtime in local freight service will be paid pro rata.

3. Conductor, flagman and three brakemen will be allowed on all local freight crews.

WARSAW AND LEROY RUNS.

	Conductor.	Flagman.	Brakeman.
Warsaw.....	\$3 30	\$2 35	\$2 25
Le Roy.....	3 60	2 50	2 40

Twelve hours or less to constitute one day, the Warsaw crew to be allowed one hour for nooning.

Helvetia run, or runs of similar class, shall receive:

Conductor	\$3 25
Flagman	2 30
Brakeman	2 20

Ten hours or less to constitute one day.

III.398 NEW YORK STATE DEPARTMENT OF LABOR.

WORK AND WRECK TRAIN SERVICE.

1. Trainmen employed in regular work or wreck train service shall receive:

Conductor	34c per hour.
Flagman	23c per hour.
Brakeman	23c per hour.

Ten hours or less to constitute one day.

2. Trainmen in work or wreck train service over five hours shall receive one day's pay and stand last out. If less than five hours they shall receive one-half day's pay and stand first out.

3. When any work or wreck train service is performed by any train on the road with wrecking car and crew, the trainmen of such train shall receive, in addition to trip rate, overtime rate for the number of hours engaged in such service. Time gained under this rule will be deducted from any overtime made on same trip.

4. The superintendent will assign a sufficient number of men to each work and wreck train to properly protect and perform the work of the train; it being understood that a conductor will not be required to work at any time without the assistance of a brakeman.

ARTICLE III.

1. Overtime in freight service shall be computed on the basis of ten miles per hour.

2. In computing delayed time thirty-one minutes or over will be counted one hour.

3. The overtime rate will be:

Conductor	30c per hour.
Flagman	20c per hour.
Brakeman	20c per hour.

ARTICLE IV.

All irregular runs not herein provided for shall be figured on the basis of ten miles per hour for the time consumed, and nearest rate on division for equal mileage allowed.

ARTICLE V.

Pilots in road service shall receive road conductor's pay.

Pilots in yard service shall receive yard conductor's pay.

ARTICLE VI.

Trainmen dead heading under orders on freight trains will receive full freight rates, and on passenger trains one-half their regular rate.

ARTICLE VII.

Trainmen attending court, or other business, on behalf of the company, will be allowed full time, and reasonable expenses.

ARTICLE VIII.

Trainmen on regular runs will be at liberty on arrival at either terminal point. If held in readiness for service Sunday, or any other day, and not used, they will be allowed one day's pay for each twelve hours or fractional part thereof at overtime rates.

ARTICLE IX.

1. Callers will be employed at all points where it is customary to call crews. The leaving time or time called for shall be the time from which pay is to commence.

2. Trainmen will report for duty at the starting point thirty minutes before leaving time.

3. When trainmen are called by telephone outside of calling limits, trainmen will be held responsible.

4. When trainmen are called for duty and not used on account of train being annulled, or for any other cause, they shall receive six hours' pay at overtime rates for five hours or less, and stand first out. For more than five hours and less than twelve hours, shall receive twelve hours' pay at overtime rates and stand last out. This will include crews for regular runs who are not called and not notified.

ARTICLE X.

1. Trainmen will not be required to go out when they claim they need rest; nor will they be permitted to go out when, in the judgment of the company, they require rest. Ten hours off duty will be considered sufficient rest.

2. Trainmen unable to go out on account of sickness, or other cause, must notify proper officer in ample time for another man to be called to take the run.

ARTICLE XI.

All crews not assigned to regular runs will be run, first in first out, on their respective divisions.

ARTICLE XII.

Trainmen will be advised with reason, if mileage or time claimed is not allowed, such advice being mailed to the conductor who will advise the other members of his crew.

ARTICLE XIII.

Freight crews will not be held over on account of their conductor being held off for any cause.

ARTICLE XIV.

Letters of recommendation shall be filed in duplicate with personal records of trainmen, and originals will be returned after entering the service.

ARTICLE XV.

Train crews will not be required to turn more than once at intermediate points, except in cases of emergency.

ARTICLE XVI.

Crews assigned to regular runs, if turned at intermediate points, will be allowed regular trip rates, except in cases of wreck or washout.

ARTICLE XVII.

Road crews will not be required to assist in coaling engines, except in cases of emergency. Trainmen will not be required to shovel down coal for firemen.

ARTICLE XVIII.

Air hose shall be coupled and air tested by inspectors at all terminals where car inspectors are on duty. This rule does not relieve trainmen from satisfying themselves that the air is in working order before departure of train.

ARTICLE XIX.

When runs are established over more than one division, each division shall furnish its proportion of crews.

ARTICLE XX.

When new territory is acquired, employees on the division from which the territory branches will be given preference of positions. Trainmen employed by contractors hold no rights in the company's service. If assigned by company to contractor's service they shall retain their original rights.

ARTICLE XXI.

In employing trainmen preference will be given to experienced men, and a man who has not had any experience shall not be employed until he has served at least ten days riding over the road to learn the signals and trainmen's work, such service to be performed without compensation.

ARTICLE XXII.

Conductors and trainmen promoted to official positions will retain their seniority.

ARTICLE XXIII.

Trainmen held off for investigation shall receive a prompt, fair and impartial hearing, and will be advised as soon as possible the result of the investigation, and, if found blameless, shall receive actual trip rates for time lost. No discipline by record or otherwise will be imposed until after a thorough investigation is held. They may bring into the hearing any employees of the company who may have a knowledge of the case under consideration. The hearing shall be held by the superintendent or trainmaster, or both, with a representative of the motive power department whenever the motive power department is interested in hearing it. Any employee who is dissatisfied with the decision of his superior officers will have the right to appeal within thirty days to the general manager, such appeal to be in writing.

ARTICLE XXIV.
SENIORITY RULES.

Trainmen will be governed by seniority with respect to the following rules:

1. Trainmen will be classed as brakemen, flagmen, freight conductors and passenger conductors, and their rank in any class shall commence with the date of their last satisfactory examination, and employment in that class on the division employed.
2. When his qualifications are satisfactory, the trainman ranking highest in his class shall be promoted to the next higher class when desired by him and men are wanted in that class.
3. Should a trainman with a regular position in the last class promoted to, refuse promotion to the next higher class, or accept a regular position in a lower class, his promotion shall rest at that point until such time as he desires to proceed in the line of promotion, in which case he may proceed with full rights and follow those who have passed that point.
4. The trainman oldest in rank shall have the preference of all regular positions in his class and shall be considered in the class below until entitled to a regular position in the class promoted to. Under this rule trainmen will be allowed to select but one position each year, except to fill regular vacancies or to take newly established runs; also when displaced by men older in rank or their jobs abolished, in which event they may select any position held by men younger in rank.
5. Should two or more trainmen be promoted to the same class on the same date, the oldest man in the class promoted from shall be the older in the class promoted to.
6. There shall be a stated number of the oldest extra conductors set aside to do all the extra freight running. No more men will be set aside for this service than, in the judgment of the superintendent, will be able to make at least twenty-six days per month. Under this rule the company does not guarantee to pay twenty-six days when less time is made.
7. The extra freight conductors that are set aside to do all extra freight running will be considered as regular freight conductors.
8. The oldest extra conductors shall have preference of all extra running in their respective classes, except where men do not lay off for more than ten days; when the oldest extra man is not available the extra man who catches the run shall hold it, provided the vacancy does not exist for a period exceeding ten days. This does not affect conductors set aside to do extra running, who will run first in first out.
9. Passenger trainmen will be eligible to become freight conductors, provided they shall have served at least two years in freight train service on their own division, three months of which shall be immediately preceding their examination.
10. When a trainman leaves the road service to enter the yard service, he shall forfeit all rights in road service, unless the job shall be abolished, in which event he shall return to the road service with full road rights, less the time he was in the yard service. Should a trainman for any other cause leave the yard service he will be considered as not holding any road rights.
11. In case of a shortage of men on one part of the road and a surplus

on another part, the surplus men may be transferred temporarily to avoid hiring men, and such men will not lose their rank on that part of the road from which they were transferred.

12. A man going from one division to another at his own request shall be considered as a new man on the division to which he goes, and he shall lose his rank on the division which he leaves.

13. In the line of promotion, four trainmen will be promoted from the ranks of trainmen, according to age on respective divisions, and their ability to assume the duties of conductor, and for every four trainmen so promoted, one conductor may be appointed or hired, such appointed or hired conductor to have had at least one year's experience on steam service railway as conductor, and shall be required to pass the regular examination; men in service to be given preference.

ARTICLE XXV.

YARD SERVICE.

LOCATION.	FOREMAN.		HELPER.	
	Day.	Night.	Day.	Night.
	Per hour.	Per hour.	Per hour.	Per hour.
Buffalo.....	34 cents.	36 cents.	31 cents.	33 cents.
Rochester.....	32 cents.	34 cents.	29 cents.	31 cents.
East Salamanca.....	32 cents.	34 cents.	29 cents.	31 cents.
Bradford.....	32 cents.	34 cents.	29 cents.	31 cents.
Clarion Junction.....	32 cents.	34 cents.	29 cents.	31 cents.
Beechtree.....	32 cents.	34 cents.	29 cents.	31 cents.
Dubois.....	32 cents.	34 cents.	29 cents.	31 cents.
Punxsutawney.....	32 cents.	34 cents.	29 cents.	31 cents.
Butler Junction.....	32 cents.	34 cents.	29 cents.	31 cents.
New Castle.....	32 cents.	34 cents.	29 cents.	31 cents.
Ernest.....	32 cents.	34 cents.	29 cents.	31 cents.

1. Ten hours or less will constitute one day for regular yard crews. Others will be paid one-half day for five hours or less, and one day for over five hours.

2. Yardmen will work on a permanent day and night basis, except where a trick is arranged which necessitates commencing at some intermediate time. It is understood that where a crew is employed half day and half night they shall receive night pay.

3. Yard crews will be allowed one specified hour for noon or midnight meal, being relieved for this purpose between the hours of 11:30 A. M. and 1 P. M. for day crews, and 11:30 P. M. and 1 A. M. for night crews. If not relieved for meals until after 1 P. M. for day crews and 1 A. M. for night crews, pay for one extra hour will be allowed, and the crews will be allowed thirty minutes for their meal.

4. Engines regularly assigned to yard service will be equipped with grab irons and foot boards on front and rear. Yardmen will not be required to work more than one day with engines not so equipped.

ARTICLE XXVI.

YARD SENIORITY RULES.

1. Yardmen will be governed by seniority with respect to the following rules.

2. Yardmen will be classed as foremen and helpers, and their age in any class will commence with their last satisfactory examination and employment in that class in the yard so employed.

3. When his qualifications are satisfactory, the yardman ranking highest in his class will be promoted to the next higher class when desired by him and men are wanted in that class.

4. Should a yardman with a regular position in the last class promoted to refuse promotion to the next higher class, or accept a regular position in a lower class, his promotion will rest at that point until such time as he desires to proceed in the line of promotion, in which case he may proceed with full rights, and follow those who have passed that same point.

5. The yardman ranking highest in his class will have preference of all regular positions in his class, and will be considered in the class below until entitled to a regular position in the last class promoted to.

6. Should two or more yardmen be promoted to the same class on the same date, the oldest in the class promoted from will be the older in the class promoted to.

ARTICLE XXVII.

It is expected that every official, as well as the employees affected, will see that this agreement is faithfully carried out.

W. T. NOONAN,
General Manager.

ROCHESTER, February 22, 1907.

CONDUCTORS, TRAINMEN AND YARDMEN, DELAWARE & HUDSON RAILROAD.

Rates of pay and rules affecting the employment of conductors, trainmen and yardmen. Effective June 16, 1907.

RATES OF PAY.

PASSENGER SERVICE.

Montreal Runs.

Conductors	\$5 38	per trip
Baggagemen	3 33	" "
Trainmen	3 00	" "

Main Line Runs.

Conductors	\$4 15	per day
Baggagemen	2 50	" "
Trainmen	2 31	" "

Branch Runs.

Conductors	\$3 85	per day
Baggagemen	2 50	" "
Trainmen	2 30	" "

Albany and Troy Belt Line Trains.

Conductors	\$3 95	per day
Baggagemen	2 40	" "
Trainmen	2 21	" "

III.404 NEW YORK STATE DEPARTMENT OF LABOR.

MILK SERVICE.

Milk Trains.

Conductors	\$4 15 per day
Messengers	2 60 " "
Trainmen	2 50 " "

FREIGHT SERVICE.

	Conductors.	Trainmen.
Local	\$3 50 per day	\$2 50 per day
Through	3 20 " "	2 30 " "

YARD RATES.

	Days.	Nights.
Foremen	\$0 30 per hour	\$0 31 per hour
Brakemen	27 " "	28 " "

Mine runs to be classed as local freights.

GENERAL RULES.

The following are the established rates of wages of conductors and trainmen and the time and mileage upon which the wages are computed, to take effect June 16, 1907:

PASSENGER SERVICE.

1. Eleven hours or less will constitute a day's work, time to begin when required for duty and continue until relieved from duty.

Overtime to begin after eleven hours and paid for at one-tenth the daily rate per hour. Fifteen minutes will be considered as one-half hour; forty-five minutes will be considered as one hour.

Regular crews in interrupted service being relieved from duty three consecutive hours or more will be paid overtime only when delayed more than fifteen minutes after the expiration of the scheduled arriving time at home terminal.

Conductors and trainmen on passenger runs who are required to make irregular or extra trips will be allowed one-half day for eighty-five miles or less or five and one-half hours or less over eighty-five miles or five and one-half hours and not exceeding one hundred and fifty miles or eleven hours one day will be allowed. After making one hundred and fifty miles or eleven hours overtime will be paid at one-tenth the daily rate per hour.

FREIGHT SERVICE.

2. Eleven hours or less, or one hundred miles or less, will constitute a day's work. Wreck, work and snow-plow service will be classed with and paid on through freight basis.

Overtime will begin after the expiration of eleven hours, to be paid one-tenth the daily rate per hour. The company guarantees ten miles per hour after eleven hours. If mileage exceeds the hours, mileage will be allowed, and vice-versa.

Time of road crews will begin one hour before time marked to leave.

3. When crews working on through freight basis are called upon to load or unload freight at three or more stations on any one trip or day, such crews shall be paid local freight pay.

Through freight crews will not be required to do switching where yard engines are stationed. Through freight crews who are required to do switching at other points shall receive overtime at the regular rate in addition to all mileage and overtime made; provided, however, that when the time consumed in actual switching is less than forty-five minutes overtime will not be allowed.

NOTE.—Picking up cars that are assembled and placed ahead will not be considered switching, nor will setting out cars that are assembled together in train be considered switching under the above rule.

4. Road trainmen assigned to do yard switching at terminal points shall receive pay for such service at yard rates.

Road conductors assigned to do yard switching at terminal points shall receive pay for such service at regular road rates.

5. Where men are employed by the month the working days shall constitute a month and extra pay at the same rate shall be allowed for Sunday work when required. Overtime shall be computed on this basis.

6. Men who are called and report for duty for trains subsequently annulled shall be allowed one-fourth day; if held five and one-half hours one-half day's pay will be allowed and stand, first out. If held longer than five and one-half hours one day's pay will be allowed and the crew will stand behind other crews at that point.

7. Conductors and trainmen shall receive the regular compensation for run or position to which they are permanently or temporarily assigned. Conductors and trainmen who are assigned to duties other than train or switching service where the compensation is less than their regular rates, not less than their regular rates will be allowed.

8. Trainmen who are required to do baggage work and render baggage reports in addition to their own work shall receive baggagemen's pay.

9. Trainmen doing part local freight work and part passenger work shall receive local freight rates when the local freight mileage exceeds the passenger mileage. Trainmen on the Ticonderoga run shall be paid yard rates.

10. Men attending court or coroner's inquest as witnesses, or engaged in any other work assigned to them by the company, will receive pay for one hundred miles per day while so engaged except in case of those employed on regularly scheduled trains, who will receive the mileage and pay which they would have received in ordinary service, together with necessary expenses.

11. Men deadheading on passenger trains under orders will be allowed one-half pay, and on freight trains full pay for the service on account of which they deadhead.

12. Road crews doubling hills will be allowed actual mileage at the rate per mile paid on the trains doubling.

13. When the service as reported on a time slip is not allowed the slip will be returned with reason for not allowing it, this is to be done in every case.

14. Fifteen minutes overtime will be considered as half an hour. Forty-five minutes will be considered as one hour.

III.406 NEW YORK STATE DEPARTMENT OF LABOR.

15. The rights of trainmen shall be interchangeable and the word trainmen as used herein shall apply to yard foremen, baggagemen, flagmen, yard brakemen, and road brakemen.

16. Conductors and trainmen will be promoted in accordance with seniority, provided they possess the requisite qualifications. If they fail to pass the first examination, they will be given a second examination, and if they fail on the second examination they will be given a third; provided the three examinations are taken within three months. Trainmen so qualifying will retain their roster rights. When extra conductors are required on a division, they will be advertised for on the division on which they occur. Extra conductors' names will appear on conductor's roster and will not be allowed to hold a trainman's position.

The oldest trainman making application will receive these positions according to their roster rights. If a trainman makes application for such a position and is entitled to same according to his roster rights, but has not passed the required examination, the position will be filled by the oldest trainman who has passed the required examination until such a time as this trainman qualifies, provided he passes the required examination within three months. If such a trainman is unable to qualify, the position will be considered vacant, and will be again advertised. In case the extra conductors are employed, or are not available, the oldest trainman available who has passed the examination will be given preference. If an older man is available when the crew is again called for duty, he will be placed on run held by his junior in rank. Trainmen taking examination will be notified as to the results within ten days, and if he has passed he will be given a certificate bearing the date of such examination.

Trainmen who enter the service after May 1, 1906, failing to pass or declining the third examination, will drop back as the youngest trainman and can only come up again in his turn, or be relieved as incompetent.

Promotion will be from trainman to freight conductor and from freight conductor to passenger conductor.

17. For every two trainmen promoted to position of conductor one experienced conductor on the trainmen's roster may be reinstated if desired by the management and the men interested.

18. Men declining a position or failing to make application therefor, provided such a position is not a promotion, shall retain their rights on the roster.

Conductors employed as extra or regular passenger conductors shall have preference for passenger runs over men who are older on the roster but not in passenger service; provided, however, that extra and regular passenger conductors will have their full roster rights in bidding for temporary and permanent positions in passenger service.

19. Positions as extra passenger conductor or trainman will be advertised within five days after becoming vacant for a period of ten days on the division on which they occur, and will be filled in the order of seniority in accordance with the roster.

All temporary and permanent positions in passenger service will be advertised within five days after becoming vacant for a period of ten days on the division on which they occur, and appointments will be made in the order of

seniority, provided the oldest applicant possesses the requisite qualifications, and further provided a conductor or trainman holding a temporary freight or yard position will have the right to bid on and take a temporary passenger position.

A temporary vacancy in passenger service will be given to the extra passenger conductor or trainman who stands first out until advertised and assignment made.

A conductor or trainman holding a temporary position in passenger service will revert back to his former position when the regular man returns, or the position is annulled, or advertised as a permanent one.

As soon as possible before summer schedule going into effect a list of all summer runs will be advertised on regular bulletin boards.

20. When a regular train is abandoned or crews withdrawn conductors and trainmen affected shall have their choice of trains according to their roster rights in their line of service. Men so displaced will have the same privilege. Conductors of train withdrawn may be assigned to extra duty as conductors in rotation if they so desire.

21. All new runs and vacancies in freight and yard service will be advertised within five days after becoming vacant for a period of ten days on the division on which they occur, and appointments shall be made within ten days in the order of seniority, provided the oldest applicant possesses the requisite qualifications, and further provided a temporary vacancy will be given to the extra conductor or trainman who stands first out, for a period of ten days; at the expiration of ten days such position will be advertised as a temporary position, and will be given to the oldest man making application, who will hold it until the regular man resumes his place or it becomes permanently vacant. When a regular or extra man makes application for and is given a temporary position he may make application for any permanent position that may be advertised during the time he remains on such temporary position, but will not be allowed to make application for any other temporary position that may be advertised during the time he is employed on such temporary position. If no permanent position is taken by him during this time he will revert back to his regular position when the regular man returns or the position is advertised as a permanent one.

22. When more than one vacancy occurs, conductors and trainmen shall have the right to bid on all such vacancies, stating preference.

23. Men bidding off permanent position will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

24. When a train baggageman is absent from his position temporarily the oldest trainman on same train will be entitled to baggageman position if older on the roster than the extra man if he so desires. If not it may be given to the next oldest trainman on same train, provided they have the requisite qualifications.

25. A roster of conductors and trainmen shall be kept on bulletin boards, and the same renewed once a year. No name shall appear on more than one roster.

26. Conductors and trainmen living within one mile of the yard will be called one hour before required for duty except that men on trains having a fixed hour for leaving will not be called between 8 A. M. and 9 P. M.

III.408 NEW YORK STATE DEPARTMENT OF LABOR.

27. On arrival at terminal after a trip of fifteen hours or more continuous service, men will be allowed ten hours' rest if desired, except in case of wrecks, washouts or other like emergencies.

28. Men on schedule or regularly assigned trains will not be called for extra service on their lay-off when spare men are available.

29. All unassigned conductors and trainmen will be run first in, first out on their respective divisions.

30. Conductors and trainmen shall be exempt from coaling engines at terminals.

31. Effort will be made to furnish employment, suitable to their capacity, to conductors or trainmen who are injured in the discharge of their duty or become unable to perform their duty on account of failing health.

32. Passenger trainmen shall not be required to couple or uncouple hose, or safety chains, or turn angle cocks, at Rouses Point, Plattsburg, Lake Placid, Whitehall, Rutland, Salem, Eagle Bridge, Lake George, Saratoga, Mechanicville, Green Island, Troy, Livingston avenue, Albany, Maiden Lane, Church street, Oneonta, Nineveh, Delanson, Binghamton, Carbondale, and Wilkes-Barre, if car inspectors are available, and shall not switch their trains where switch engines are located or turn engines at terminals.

33. Conductors and trainmen will not be suspended or dismissed from the service without cause; investigation shall be held within ten days by the division superintendent at which the accused shall be present and he or they may choose fellow employees to accompany them and hear all evidence in the case, all persons interested to be notified when said investigation is to take place. Men who have suffered suspension or dismissal and have been found blameless will be reinstated and be paid for lost time. If the charges are sustained men will be notified within five days as to the result of such investigation. In case the result of such investigation is not satisfactory to the aggrieved they shall have the right to appeal their case to a higher official.

34. Conductors and trainmen will be granted leave of absence as soon as possible after it is applied for.

35. When business is light the work will be equalized between men on regular and extra crews as far as practicable; this shall not apply to regular men who have made less than 3,000 miles per month, regular crews will be allowed to make 3,000 miles before they are replaced by extra crew.

36. Conductors and trainmen shall if they so desire upon leaving the service be given a letter signed by the superintendent, stating the nature and time of their service and the reason for leaving.

37. Passenger trainmen shall not be required to handle express.

38. Extra men who absent themselves from duty, or who fail to respond when called shall not be called again until they report. When they resume duty they shall be placed at the foot of the list.

39. Effort will be made to furnish cabooses for crews running outside of yard limits.

40. Caboose tracks will be provided at terminal points where practicable and no switching will be done with caboose.

YARD RULES.

41. The rules in the conductor's and trainmen's schedule shall apply to yard rules as to seniority, rights to runs and promotion, not provided for in yard rules.

42. Ten hours or less will constitute a day's work, time exceeding ten hours will be paid for as overtime at the regular rate. Fifteen minutes will be considered as one-half hour, and forty-five minutes will be considered as one hour.

43. Yard crews will not be required to work overtime, except in case of actual emergency, continuous service not to exceed fourteen hours may be required.

44. Wilkes-Barre transfer crews will be classed in yard service.

45. Yard foremen required to run trains on road which requires them to sign orders and make out road reports will be paid through freight rates for the day. If freight is loaded or unloaded at three or more stations on one trip, local freight rates will be paid.

46. Yard men will be permitted to take their mid-day or mid-night meal between the hours of 11 and 1 o'clock. They will not be required to work longer than five hours and thirty minutes without having at least thirty minutes for such meal. If fifteen minutes or more of the meal hour is worked, one hour overtime will be allowed. Yard crews who are required to work other than the usual hours, shall have one hour for meals between the fourth and sixth hours.

47. The usual working hours for yard men shall be from 7 A. M. to 6 P. M., and from 7 P. M. to 6 A. M., allowing one hour for meal.

48. Yard men will not be required to work with any engine or engines longer than two days, without they are properly equipped with foot boards and hand rails.

49. Yard men will not be required to work double tricks unless they do so voluntarily.

50. Yard men will not be required to couple or uncouple hose on passenger trains, where car inspectors are available. This does not apply to through passenger trains having ten minutes or less station time.

51. This agreement of rates of wages and rules affecting the employment of conductors and trainmen will take effect June 16, 1907, and will be carried out in good faith by all parties interested.

H. E. GILPIN,
For the General Manager.

CONDUCTORS AND TRAINMEN, DELAWARE, LACKAWANNA &
WESTERN RAILROAD.

Rules and rates of pay for Conductors and Trainmen.

[Effective January 1, 1907.]

RATES OF PAY.

PASSENGER SERVICE.

M. & E. DIVISION.

CLASS.	Additional per mile for mileage	
	First 100 miles.	over 100.
Conductors	\$3.80	½ cent
Baggagemen	2.35	⅓ cent
Trainmen	2.20	⅓ cent

OTHER DIVISIONS.

CLASS.	First 100 miles.	Additional per mile	
		100 to 211 miles.	Per mile 212 miles and over
Conductors.....	\$3.80	4/10 cent.	2.0 cents
Baggagemen	2.30	¼ cent.	1.22 cents
Trainmen	2.20	¼ cent.	1.17 cents

MILK SERVICE.

Conductors.—Through milk trains between Binghamton and Hoboken, 1.85 cents per mile.

Trainmen.—Through milk trains between Binghamton and Hoboken, \$68.25 per month.

Trainmen.—Main line local milk trains, baggagemen's rates.

Conductors.—Milk trains between Binghamton and Richfield Springs, 1.85 cents per mile.

Trainmen.—Between Utica and Binghamton; Syracuse and Binghamton; and Richfield Springs and Binghamton, \$68.25 per month and an allowance of one day off in five.

THROUGH FREIGHT SERVICE.

RUNS.	RATE IN CENTS PER MILE.	
	Conductors.	Trainmen
Between Hoboken and Scranton, Scranton and North- umberland	3.30	2.25
Between Scranton and Elmira; Utica, Oswego and Binghamton	3.20	2.20
Between Elmira and Buffalo.....	3.10	2.15

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.411

WAY FREIGHT, PICK-UP, ROUSTABOUT AND MINE RUNS.
ALL DIVISIONS.

Conductors	3.55 cents per mile
Trainmen	2.50 cents per mile

SUSSEX BRANCH.

CLASS.	RATE IN CENTS PER MILE.	
	Freight.	Passenger.
Conductors	3.30	3.25
Baggagemen . . . . .	.....	2.15
Trainmen	2.25	1.95

LACKAWANNA & MONTROSE BRANCH.

Conductors	\$3.40 per day
Trainmen	\$2.35 per day

Overtime after fourteen hours from time scheduled out until engine is put away, on basis of ten miles per hour. This includes switching, loading and unloading of cars, etc.

RULES.

GUARANTEED MILEAGE PER HOUR.

- 1. A guarantee of ten miles per hour is made in all train service except as provided in rules 2, 3 and 4.
- 2. (a) A guarantee of nine and one eleventh miles per hour is made in construction, work and wreck service. (b) In mine service on Bloomsburg branch, eleven hours, including one hour for dinner, will constitute a day's work; overtime at one-tenth of regular rate per day.
- 3. In passenger and milk service, except suburban and local on M. & E. division, and on L. & M. and Ithaca branches, the company guarantees fifteen miles per hour for all time on duty, time between runs not to be counted.

OVERTIME.

- 4. In suburban and local passenger service on M. & E. division, overtime will be paid as per rule 5, after twelve hours from commencement of run, including lay-over periods, except that on runs with lay-over of eight or more consecutive hours, overtime will be paid when thirty minutes late on last trip arriving at home terminal, at one-twelfth the rates paid on that train.
- 5. In computing overtime thirty minutes will be considered one hour; less than thirty minutes will not be counted.

MILEAGE ALLOWANCE FOR WAY-FREIGHTS AND PICK-UPS.

- 6. Way freight and pick-up runs of less than one hundred miles will be allowed one hundred miles.

ALLOWANCE WHEN CALLED AND NOT USED.

7. Men who are called and report will be allowed twenty-five miles and stand first out. If any mileage is made, they will be allowed fifty miles. In road, roustabout and hill service, if more than fifty and not more than one hundred miles are made, or if more than five and not more than ten hours are worked, one hundred miles will be allowed; in construction, work and wreck service, if more than fifty and not more than one hundred miles are made, or if more than six and not more than eleven hours are worked, one hundred miles will be allowed.

THROUGH FREIGHT RATES TO APPLY TO HILL, WRECK, WORK AND CONSTRUCTION SERVICE.

8. Through freight rates will be paid in hill, construction, work and wreck service.

DOUBLING HILLS.

9. Actual mileage at regular rates will be paid for doubling hills.

LEARNING THE ROAD.

10. No mileage will be allowed for learning the road or for being examined to run on another division, except when ordered by the company, when time will be paid at the rate of one hundred miles per day in the service in which regularly employed, and not actual mileage.

RUNS COMPRISING TWO CLASSES OF SERVICE.

11. Runs comprising both freight and passenger or express will be paid on freight basis. This will not apply to Ithaca branch, where men will be paid at the rates for mileage actually made in either class.

ALLOWANCE WHEN HELD AWAY FROM HOME.

12. When conductors and trainmen in extra freight service are held at a terminal other than their home terminal for an engine or train, they will be allowed twenty-five miles for each six hours or fraction thereof so held after the expiration of eighteen hours.

UNASSIGNED MEN — FIRST IN — FIRST OUT.

13. Unassigned men will be run first in — first out on their respective divisions.

WORK BEFORE OR AFTER A RUN.

14. Any work required before or after a run will be paid for at the same rate and under the same rule. In M. & E. division suburban and local service, mileage made during lay-over periods of eight or more consecutive hours, will be considered as separate from regular runs and paid schedule rates for the class of service rendered. Actual mileage made between regular trips on other runs in same service will be paid the rate per mile for the first one hundred miles.

DOUBLING SHORT RUNS.

15. A run of less than one hundred miles which is allowed one hundred miles, and the double of which is more than one hundred miles, will be allowed actual mileage only when doubled; but when crews double for actual mileage they will be considered as continuously on duty during entire turn-around trip.

COURT DUTY, ETC.

16. Men temporarily engaged in business of the company outside the line of their regular duties, at court or otherwise, will be paid not less than their regular wages per day and necessary expenses while so engaged.

PILOTS.

17. Trainmen acting as pilots, or signing train orders, will receive conductors' pay.

DEADHEADING.

18. Conductors and trainmen deadheading under orders will be allowed half time in their class, but when running with an engine or engine and caboose, full time will be allowed.

PROMOTION.

19. Seniority will be the rule for promotion or advancement in the train service when merited by faithful discharge of duty and when, in the judgment of the superintendent, the employee has shown capacity for increased responsibility. The order of promotion will be as follows:

On Morris & Essex Division.

- (a) Freight trainman to extra passenger trainman or freight conductor.
- (b) Freight conductor to milk train conductor or passenger conductor.
- (c) Extra passenger trainman to regular passenger trainman.
- (d) Regular passenger trainman to regular baggageman.
- (e) Baggageman to freight conductor, after qualifying.

On Other Divisions.

- (f) Trainmen (including baggagemen) to be considered in one class: the line of promotion to be:
- (g) Trainman to freight conductor.
- (h) Freight conductor to milk train conductor or passenger conductor.
- (i) Milk train conductor to passenger conductor.

TEMPORARY VACANCIES.

20. A temporary vacancy of more than fifteen days on preferred runs will be filled by the senior conductor or trainman if competent; less than fifteen days by the first man out who is competent.

VACANCY AMONG PASSENGER CONDUCTORS.

21. A vacancy among passenger conductors will be filled by giving the first regularly assigned extra passenger conductor a regular run.

III.414 NEW YORK STATE DEPARTMENT OF LABOR.

APPLYING FOR TWO OR MORE VACANCIES.

22. In case two or more runs or vacancies are advertised at the same time, men may make application for any or all, stating their preference.

ADVERTISING VACANCIES.

23. Vacant runs will be advertised ten days beginning within five days from date of vacancy.

TRANSFER BETWEEN DIVISIONS.

24. In case of a shortage of men on one division and a surplus on another division, the surplus will be transferred temporarily, as may be necessary to avoid hiring men, and will not lose their rank on the division from which transferred.

RIGHTS OF TRANSFERRED MEN.

25. A man going from one division to another permanently will be considered a new man on the division to which he goes, and will lose his rank on the division which he leaves.

HIRING CONDUCTORS.

26. For every two trainmen promoted to conductors one conductor may be hired, provided there is no competent trainman in the service of five years' experience.

IN REDUCING FORCE.

27. In reducing the force the least competent men among the more recently employed may be permanently relieved or laid off as may be found necessary. Regular men in the service who have been promoted will be set back on their respective divisions in the order of their promotions to the positions to which they are entitled.

28. When men do not make twenty-six hundred miles per month in extra freight service, the more recently employed or promoted will be set back or placed on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

FAILURE TO PASS EXAMINATION.

29. Trainmen failing to pass a first examination for conductor will be given a second examination after a reasonable time. If they fail again they may be relieved as incompetent.

REST BETWEEN RUNS.

30. Men shall not be called to go out until they have been permitted or required to take sufficient rest. After sixteen consecutive hours on duty they will be required to take at least eight hours' rest.

NOTIFICATION WHEN UNABLE TO WORK.

31. Men who are unable from any cause to perform service must send notice in ample time for other provision to be made and to avoid being called.

CALLING MEN.

32. Where callers are employed, men who live within a distance of one mile will be called a reasonable time before the leaving time of their trains, and the man called will sign his name and the time at which he was called. This will not apply to men assigned to regular passenger trains leaving between the hours of 7 A. M. and 11 P. M., nor to regular freight trains leaving between 7 A. M. and 10 P. M.

EMPLOYMENT FOR DISABLED MEN.

33. It is the policy of the management to find suitable employment for disabled employees, if practicable, when they can perform work that does not incur danger to themselves, other employees, the public, or the company's property

SERVICE CERTIFICATES.

34. All men who have been in the employ of the company for ninety days, upon leaving the service or being relieved, will be given a certificate stating the time of service, in what capacity, and cause of leaving, same to be approved and stamped by the proper officer.

INVESTIGATIONS.

35. No man will be dismissed without a fair and impartial investigation, at which he may be present, and when desired he may call in a fellow employee to act as his counsel.

ROSTERS.

36. Rosters of men on each division, giving the dates they entered the service of the company and the time of their promotion to their present positions, will be kept at convenient places for inspection by them.

ERRORS IN TIME SLIPS.

37. When the service on a time slip is not allowed, the time slip will be returned to the man making it, with reasons given in writing for not allowing it.

RIGHT OF APPEAL.

38. The management accords to any and all employees the right to appeal to its highest officer.

In the application of this schedule, the compensation of men regularly assigned to 26 and 27 day passenger runs prior to April 1, 1906, will not be reduced, it being understood that a man temporarily so assigned will receive the new rates and that a man who is regularly assigned thereto will not after once relinquishing such a run be permitted to take it again on the basis in existence prior to April 1, 1906.

T. E. CLARKE,
General Superintendent.

III.416 NEW YORK STATE DEPARTMENT OF LABOR.

CONDUCTORS AND TRAINMEN, ERIE RAILROAD.

Rates of pay and rules for conductors and trainmen. Effective February 1, 1907.

RATE OF PAY — FREIGHT SERVICE.

CLASS.	Cents per mile.
<i>Through Freight:</i>	
Conductors	3.20
Brakemen	2.15
<i>Way Freight:</i>	
Conductors	3.60
Brakemen	2.50
<i>Pick-up Trains:</i>	
Conductors	3.50
Brakemen	2.40
<i>Work Train Service (Inc. Wreck and Construction):</i>	
Conductors	3.25
Brakemen	2.25
<i>Coal Mine and Yard Service (Wyoming Division):</i>	
Conductors	3.20
Brakemen	2.25

1. The following rates of pay and general rules will apply alike to all territory covered in this schedule except where otherwise specially mentioned, and will take effect February 1, 1907.

The term "trainmen," as used herein applies to flagmen, baggagemen and brakemen.

2. Twelve hours or less will constitute a day in passenger and pushing or helper service, and ten hours or less, one hundred miles or less, in all other classes of service, except as otherwise specified.

3. In freight service, crews making runs of fifty miles or less will receive pay for fifty miles, providing not more than five hours have been consumed. If more than fifty miles have been run, or more than five hours have been consumed, one hundred miles will be allowed, and for more than one hundred miles actual mileage will be allowed. Overtime as per rule.

Unassigned crews receiving the fifty-mile allowance will stand first out on arrival at terminal, and unassigned crews receiving the one-hundred-mile allowance will stand last out. This rule will apply to all runs which have no specified time allowance.

NOTE.— Rule No. 3 does not apply to Wyoming Division.

4. In construction or wrecking service, crews making runs of fifty miles or less, working five hours or less, will be allowed fifty miles; for over fifty miles or five hours, one hundred miles will be allowed. If the payment on an actual mileage basis exceeds the payment on an hourly basis, the former will be allowed.

5. In passenger service overtime will be allowed after twelve hours of actual service.

6. Overtime will be paid at the rate of one-tenth day per hour, pro rata. In computing overtime thirty minutes will be considered an hour; less than thirty minutes will not be considered.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.417

7. Road crews will not be required to coal engines by hand except in case of emergency, and when such work is necessary one hour or ten miles will be allowed for each hour so engaged. In computing this allowance, thirty minutes will be considered one hour and less than thirty minutes will not be considered.

Trainmen will not be required to shovel down coal for firemen while on the road or at terminal points.

Time allowance under this rule will not be deducted when overtime is made.

8. Crews will not be held between terminals except under overtime rules.

9. Conductors and trainmen will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the company. If no time is lost they will be paid one hundred miles, or one day, for each calendar day, and necessary expenses will be paid while away from home.

10. Extra mileage will be allowed for doubling hills, going for water outside water station limits, or for coal, on a single trip or a combination of single trips when the actual mileage, including the extra mileage, exceeds one hundred miles.

11. When regularly assigned or rounds freight crews are called for special passenger service and lose the opportunity for making their freight trip thereby, they shall be paid for such service not less than the freight trip allowance for the run which they lost. If no freight time is lost, passenger allowance will be paid in accordance with rates and time allowances in effect on the division or territory covered.

12. Any conductors or trainmen called upon to do wrecking or construction service when upon their regular trips, if detained thereby, will receive ten miles for each hour of such service, and if overtime is made this time is to be deducted therefrom.

13. Trainmen called to work extra in switch tender's position will receive their regular rate of pay for that work.

14. Conductors and trainmen acting as pilots will be paid conductors' through freight rate, and trainmen acting as flagmen on engines running light will be paid trainmen's through freight rate.

15. In deadheading crews or men over the road, the first crew or men out behind those already called for service will deadhead, provided the crew which stands to run the train has had sufficient rest. Rights will follow the conductor.

Men deadheading with their cabooses or on any freight train will be allowed full trip rates, and when deadheading on passenger trains will be allowed one-half freight trip rates.

16. A train run for the purpose of doing local work, such as picking up or setting off cars, or doing switching at local stations, shall be classed as a pick-up.

17. Conductors and trainmen held at a point away from their home terminal for an engine or engine crew will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

18. Conductors and trainmen will not be suspended (except suspension pending investigation), discharged, or have record entered against them without a hearing and full investigation, which will be given promptly. They

III.418 NEW YORK STATE DEPARTMENT OF LABOR.

may have present during such investigation any actual witness of the occurrence under investigation, except discharged employees, and when found blameless shall receive full pay for the time lost. The right of appeal to any superior officer is conceded.

19. Whenever unassigned crews and regular extra conductors do not make approximately 3,000 miles per month, the youngest crew or conductor in the service will be taken off so that those remaining will make the above mileage. Men shall be reduced according to seniority.

20. Qualifications being equal, seniority will prevail over the entire system, except as otherwise provided herein.

21. The company reserves the right to give employment to such persons as it may deem desirable and expedient, but in so doing will, so far as practicable and consistent, give preference to men of experience whose records are such as to commend them.

22. Yard work and road work will be two distinct classes of service except as to the position of yardmaster. If a road man accepts a regular position in a yard, except that of yardmaster, he forfeits all road rights.

23. Positions of conductors and trainmen on regular passenger and freight trains are advertisable and will be bulletined for a period of five days. Vacancies will be filled by seniority in accordance with the roster, provided that the applicants are thoroughly qualified for such positions. Vacancies in baggage cars will be filled from the oldest passenger trainmen except on the New York & Greenwood Lake Division and Northern Railroad of New Jersey.

24. A correct record will be kept of the men on their respective divisions in the train service of the time of entering the service and the change from freight to passenger and *vice versa*. Conductors' and trainmen's rosters will be displayed at trainmaster's office.

25. All crews assigned to the same service will run first in first out on their respective divisions, except way freight crews and crews assigned to regular runs.

26. On each division there shall be designated a suitable number of the oldest freight conductors and trainmen to do the extra passenger work at the rates of wages in effect on their respective divisions. This does not apply to trainmen on the New York Division. Men who are called for and decline this extra work forfeit their rights to it to men younger in the service who do accept.

27. A candidate for promotion to conductor in the regular line — that is, following the last conductor promoted — will be given ten days' notice in order to prepare himself; failing to pass the first examination, he will be allowed thirty days to further prepare himself; if he then passes the examination he will be the senior of any newer employee who may have been promoted in the meantime; failing to pass, or if he declines examination, he drops back as the youngest brakeman on the rounds and can only come up again in his turn. Should a candidate think his examination unfair he has the right to appeal to the superintendent for a personal examination.

This rule does not affect men in the service prior to May 10, 1903, who have failed to pass examinations, or who were entitled to be called up for examination by reason of their term of service.

28. Passenger trainmen will be eligible to become freight conductors, provided, however, they shall have served at least two years in freight train service on their own division, six months of which shall be immediately preceding their examination for promotion. They will not take precedence over men who have already passed their examinations for promotion. This does not apply to the New York Division, Northern Railroad of New Jersey and New York & Greenwood Lake Division.

29. All committees of conductors and trainmen will be granted leave of absence as soon as possible after it is applied for, when they wish to present any matters to an officer of the company.

30. Conductors and trainmen will be called as nearly as possible one hour and thirty minutes before the leaving time of their trains and will be furnished calling cards or books. The time designated on the card or book as the leaving time of the train shall be the time from which time allowance is to be computed. This shall not be construed as implying that the company agrees to make any provision for calling conductors or trainmen who live an unreasonable distance from the yard office.

Conductors will be notified in writing when time is not allowed as per time slip, and the reason therefor.

31. When conductors and trainmen leave the service of the company voluntarily they shall not be reinstated.

32. Trainmen will not be required to turn engines at points where men are provided for that purpose.

33. Conductors and trainmen on regular runs will be at liberty on arrival at either terminal point. It is understood that when notified on arrival from their runs that they may be wanted for special service before their regular time for going out, they shall not absent themselves from their houses or boarding places without keeping the superintendent advised where they can be found.

34. Conductors and trainmen shall be entitled to ten hours' rest on arrival at a terminal after sixteen hours of continuous service, except in case of emergency, and will notify the superintendent, trainmaster or yardmaster on arrival at a terminal that such rest is required. Conductors and trainmen who are entitled to rest shall not be disturbed by call until the expiration of the time specified for rest.

35. Conductors and trainmen leaving the service, either discharged or of their own account, will be furnished a card signed by the superintendent, with stamp or seal of office, stating their term of service and the cause of leaving.

36. When conductors and trainmen are called for duty and not needed, they will, if not held more than five hours before being relieved, receive fifty miles, or one-half day, and stand first out; when held over five hours, they will receive one hundred miles, or one day, and go to the foot of the list behind all crews in at that terminal. In case the crew is held on duty and assigned to another train, the trip and time allowance will be based from the time first called.

37. All questions taken before the officers by the conductors or trainmen will be answered in writing, if so desired.

NEW YORK DIVISION.

1. There shall be a stated number of the oldest extra freight conductors set aside to do all the extra freight running. No more men will be set aside for this service than will be able to make the mileage specified in the rules.

2. Extra conductors and extra brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This rule does not apply in cases where a man is deadheaded to fill a run temporarily.

3. When at any time an extra conductor is required and none of the regular extra conductors is available for any reason, the oldest extra conductor available who is working as brakeman will be used, except that where an extra conductor is working as brakeman on the train he will be used.

4. In passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

5. Two men on each milk train crew will be classed as freight brakemen. The men in charge of milk cans will be classed as milk handlers, will be carried on a separate roster and will have no rights as passenger or freight brakemen.

6. Crews taking trains from Bergen to Weehawken, when going to Weehawken for west bound trains, will be allowed ten miles in addition to the trip allowance. If overtime is made on the trip these ten miles will be deducted therefrom.

7. When a conductor's or trainman's regular position is temporarily vacant, it will after the expiration of fifteen days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

8. Regular assigned crews will not be used for extra work when suitable extra crews are available.

Freight Runs Between —	Allowance. Miles.	Overtime after	
		h.	m.
Port Jervis and Bergen, Jersey City or Weehawken.....	100	10	
Port Jervis and Maybrook.....	50	5	
Port Jervis and Newburgh.....	75	7	30
Newburgh to Vall's Gate Junction, return.....	25	2	30
Port Jervis and Little Ferry (when relieved or turned).....	100	10	
Way Freights.			
Jersey City to Paterson and return (via Newark Branch).....	100	10	
Newburgh and Jersey City.....	100	10	
Newburgh and Port Jervis.....	100	10	
Jersey City and Port Jervis (Horse train).....	100	10	
Pick-up Trains.			
Port Jervis and Jersey City, eastbound.....	100	10	
Jersey City and Greycourt.....	100	10	
Jersey City and Port Jervis (Grab-train).....	100	10	
Jersey City and Dundee, to Passaic, to Dundee, to Jersey City, switch at Dundee.....	100	10	
Goshen and Pine Island and switch, Goshen yard.....	100	10	

THROUGH PASSENGER RATES.

Baggagemen.

Jersey City and Buffalo.....	\$73 00 per month
Jersey City and Salamanca.....	73 00 per month

Conductors	\$113 00 per month
Flagmen	63 00 per month
Brakemen	60 00 per month

Jersey City and Binghamton	1 day
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PASSENGER RATES.

Conductors	\$107 00 per month
Collectors	69 55 per month
Baggagemen	57 78 per month
Brakemen	53 50 per month

Port Jervis and Jersey City (round trip).....	1 day.
Jersey City to Port Jervis (passenger).....	$\frac{1}{2}$ day pass. rate.
Port Jervis to Jersey City (freight).....	100 miles freight rate.

	Suburban.	Local.	Branches.
Conductors.....	\$3.85 per day.	\$3.70 per day.	\$96.30 per month.
Collectors.....	69.55 per month.	69.55 per month.	
Baggagemen.....	2.10 per day.	1.93 per day.	1.93 per day.
Brakemen (first year)	1.80 per day.	1.70 per day.	1.70 per day.
Brakemen (thereafter)	2.10 per day.	1.93 per day.	1.93 per day.

Port Jervis and Jersey City.....	(Round Trip)	1 day.
Middletown and Jersey City.....	(Round Trip)	1 day.
Newburgh and Jersey City.....	(Round Trip)	1 day.
Jersey City and Shohola, Excursion.....	(Round Trip)	2 days.
Port Jervis and Jersey City, Excursion.....	(Round Trip)	1 $\frac{1}{2}$ days.

Suburban.

Suffern and Jersey City.....	(Round Trip)	} 1 day.
Jersey City and Ferndale.....	(Round Trip)	
Jersey City and Waldwick.....	(2 Round Trips)	1 day.
Waldwick and Jersey City.....	(Round Trip)	} 1 day.
Jersey City and Ferndale.....	(Round Trip)	
Suffern and Jersey City.....	(2 Round Trips)	1 day.
Jersey City and Ferndale.....	(2 Round Trips)	1 day.
Jersey City and Waldwick.....	(Round Trip)	} 1 day.
Jersey City and Suffern.....	(Round Trip)	
Turner and Jersey City.....	(Round Trip)	} 1 $\frac{1}{2}$ days.
Jersey City and Ferndale.....	(Round Trip)	
Jersey City and Waldwick.....	(Round Trip)	} 1 $\frac{1}{2}$ days.
Jersey City and Turner.....	(Round Trip)	
Turner to Jersey City.....		} 1 day.
Jersey City to Newburgh.....		
Newburgh to Turner.....		

Montgomery Branch.

Goshen and Montgomery.....	(4 Round Trips)	1 day.
Sunday.....	(1 and 2 Round Trips)	1 day.

Middletown and Crawford Branch.

Middletown and Pine Bush.....	(2 Round Trips)	1 day.
Summer Schedule.....	(3 Round Trips)	1½ days.

Newburgh Branches.

Newburgh and Greycourt.....	(3 Round Trips)	1 day.
Sunday.....	(2 Round Trips)	1 day.
Newburgh and Turner.....	(2 Round Trips)	1 day.
Turner and Newburgh.....	(Round Trip)	} 1 day.
Newburgh and Greycourt.....	(Round Trip)	
Newburgh and Turner.....	(2 Round Trips)	} 1½ days.
Newburgh and Greycourt.....	(1 Round Trip)	

MILK TRAINS.

	Jersey City and Port Jervis.	Jersey City and Goshen.
Conductors.....	\$107.00 per month.	\$96.30 per month.
Flagmen.....	2.03 per day.	2.03 per day.
Brakemen.....	2.03 per day.	2.03 per day.
Milk Handlers.....	2.00 per day.	2.00 per day.

Port Jervis and Jersey City.....	1 day.
Goshen to Pine Island.....	} 2½ days.
Pine Island to Jersey City, via Newark Branch.....	
Jersey City to Goshen.....	

GREENWOOD LAKE DIVISION.

1. When a conductor's regular position is temporarily vacant, it will, after the expiration of fifteen days, be given to the oldest conductor or trainman applying therefor. Pay for deadheading to take such position will not be allowed.
2. In passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.
3. Regular assigned crews will not be used for extra work when suitable extra crews are available.

Way Freight Runs Between —	Allowance, Miles.	Overtime after h. m.
Jersey City to Little Falls and return.....	100	10
Jersey City to Sterling Forest and return (via Ringwood Branch)....	100	10

PASSENGER RATES.

Conductors.....	\$3.85 per day.
Collectors.....	69.55 per month.
Baggagemen.....	2.10 per day.
Brakemen (first year) ...	1.80 per day.
Brakemen (thereafter)	2.10 per day.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.423

Jersey City and Little Falls.....	(Round Trip)	} 1 day.
Jersey City and Midvale.....	(Round Trip)	
West Orange and Jersey City Passenger.....	(Round Trip)	} 1 day.
West Orange and Jersey City Freight.....	(Round Trip)	
Jersey City and Essex Fells.....	(Round Trip)	} 1 day.
Caldwell and Essex Fells.....	(Round Trip)	

NOTE.— Saturday makes a round trip Great Notch and Essex Fells, allowed one-half day additional.

Jersey City and Sterling Forest, via Ringwood Branch.....	(Round Trip)	1 day.
Jersey City and Great Notch.....	(Round Trip)	} 1 day.
Jersey City and Essex Fells.....	(Round Trip)	
Caldwell Branch.....	(Round Trip)	} 1 day.
Jersey City and Little Falls.....	(3 Round Trips)	
Conductor.....		1 day.
Trainmen.....		1½ days.
Jersey City and Midvale.....	(2 Round Trips)	} 1 day.
Conductor.....		
Trainmen.....		1½ days.
Jersey City and Sterling Forest.....	(Round Trip)	} 1 day.
Jersey City and Little Falls.....	(Round Trip)	
Conductor.....		1 day.
Trainmen.....		1½ days.
Jersey City and Midvale Passenger.....	(Round Trip)	} 1½ days.
Jersey City and West Orange Freight.....	(Round Trip)	
Conductor.....		1½ days.
Trainmen.....		1½ days.
Jersey City and West Orange.....	(Round Trip)	} 1½ days.
Orange Branch.....	(5 Round Trips)	
Conductor.....		1½ days.
Trainmen.....		1½ days.
Jersey City and Midvale.....	(Round Trip)	} 1 day.
Jersey City and Little Falls.....	(Round Trip)	
Conductor.....		1 day.
Trainmen.....		1½ days.
Little Falls to Jersey City (Freight).....		} 1½ days.
Jersey City and Little Falls Passenger.....	(Round Trip)	
Jersey City to Little Falls (Passenger).....		} 1½ days.
Conductor.....		
Trainmen.....		1½ days.
Caldwell Branch.....	(10 Round Trips)	} 1 day.
Conductor.....		
Trainmen.....		1½ days.
Jersey City and West Orange.....	(Round Trip)	} 1½ days.
Orange Branch.....	(11 Round Trips)	
Conductor.....		1½ days.
Trainmen.....		1½ days.

NOTE.— On Saturday this crew runs eleven round trips on Orange Branch; conductor \$3.85; trainmen, \$2.10; one day allowed.

Sunday Trains.

Jersey City and Midvale.....	(Round Trip)	} 1½ days.
Jersey City and Sterling Forest.....	(Round Trip)	
Conductor.....		1½ days.
Trainmen.....		1½ days.
Jersey City and Midvale.....	(2 Round Trips)	} 1 day.
Conductor.....		
Trainmen.....		1½ days.
Jersey City and Little Falls.....	(3 Round Trips)	} 1 day.
Conductor.....		
Trainmen.....		1½ days.

III.424 NEW YORK STATE DEPARTMENT OF LABOR.

Jersey City and West Orange	Round Trip)	}	1 day.
Orange Branch	5 Round Trips)		
Conductor			1 day.
Trainmen			1 1/2 days.
Carlisle Branch	3 Round Trips)	}	1 days.
Essex Falls and Carlisle	(Round Trip)		
Jersey City and West Orange	Round Trip)	}	1 day.
Orange Branch	4 Round Trips)		

NORTHERN RAILROAD OF NEW JERSEY.

1. When a trainman or conductor is absent after a period of fifteen days, the oldest conductor or trainman making application for such vacancy will receive it and hold the position until the regular man returns.
2. In passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Way Freight Run.	Allowance,	Overtime after
Nyack to Jersey City and return	100 miles	10 hours

PASSENGER RATES.

Conductors	\$3 85 per day
Collectors	69 55 per month
Baggagemen	2 10 per day
Brakemen (first year)	1 80 per day
Brakemen (thereafter)	2 10 per day

Jersey City and Nyack	(2 Round Trips)	1 day.
Jersey City and Nyack	(2 Round Trips)	1 1/2 days.
Jersey City and Cresskill	(Round Trip)	
Jersey City and Nyack	(Round Trip)	1 day.
Jersey City and Cresskill	(Round Trip)	

NOTE.— Saturday, one round trip to Sparkill instead of Cresskill.

Sunday Trains.

Jersey City and Nyack	(3 Round Trips)	1 1/2 days.
Jersey City and Nyack	(2 Round Trips)	1 day.

PIERMONT BRANCH.

PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	1 93 per day
Brakemen	1 93 per day

Passenger runs	1 day
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NOTE.— Baggagemen and brakemen will be allowed one-sixth of a day extra for coaling engine.

DELAWARE DIVISION.

- 1. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of fifteen days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.
- 2. Through freight crews, required to put coal on coal docks, or chutes, will be allowed one hour overtime, or more if made, for this service, which will be deducted from the total overtime made on the trip.
- 3. Extra conductors and extra brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This does not apply in cases where a man is deadheaded to fill a run temporarily.
- 4. When an extra conductor is required, and none of the regular extra conductors is available, for any reason, the oldest extra conductor available who is working as brakeman will be used, except where an extra conductor is working as brakeman on the train he will be used.
- 5. Regular assigned crews will not be used for extra work unless no other crews are available.
- 6. In passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Freight Runs Between—	Allowance.	Overtime after
Port Jervis and Susquehanna.....	105 miles	10 h. 30 m.
Port Jervis and Hawley.....	50 miles	5 hours
Port Jervis and Honesdale.....	50 miles	5 hours

Way Freights.		
Port Jervis and Susquehanna.....	105 miles	10 h. 30 m.
Port Jervis and Honesdale.....	50 miles	5 hours

Pick-up Trains.		
Susquehanna to Port Jervis.....	105 miles	10 h. 30 m.

THROUGH PASSENGER RATES.		
Conductors	\$113 00	per month
Flagmen	63 00	per month
Brakemen	60 00	per month
Jersey City and Binghamton.....		1 day
Jersey City and Elmira		1½ days

PASSENGER RATES.		
Conductors	\$107 00	per month
Baggagemen	2 03	per day
Flagmen	2 03	per day
Brakemen	1 93	per day

Port Jervis and Binghamton:		
Conductor	1	day
Trainmen	1½	days

III.426 NEW YORK STATE DEPARTMENT OF LABOR.

Conductors	\$107 00 per month
Baggagemen	2 13 per day
Flagmen	2 13 per day
Brakemen	1 93 per day
Honesdays and Port Jervis.....	(Round trip) }
Honesdale and Lackawaxen.....	(Round trip) }
Conductor	1 day
Trainmen	1 1/2 days
Honesdals and Lackawaxen.....	(Round trip) 1 1/2 day

NOTE.— When but one round trip is made Sundays between Honesdale and Lackawaxen the allowance will be one day.

MILK TRAINS.

Conductors	\$2 89 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Port Jervis and Susquehanna.....	1 1/2 days

LOCAL PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	2 13 per day
Flagmen	2 13 per day
Brakemen	2 03 per day

WYOMING DIVISION.

1. Conductors and brakemen of passenger trains and train baggagemen will be paid overtime as per rule, and if extra runs are made by them on Sundays they will be paid for the same pro rata.
2. When necessary to double hills with freight trains, crews will receive actual mileage for such doubling.
3. Mileage will not be allowed freight train crews for any necessary switching in connection with making up or putting away their trains.
4. Trainmen called or marked out on board who report will be allowed twenty-five miles or a quarter of a day; if any mileage is made they will be allowed fifty miles, or half a day, and coal mine, yard and work crews in service between five hours and thirty minutes and ten hours will be allowed one day. When work train crews are required to move their trains at night after having completed the day, and work pertaining thereto, they will be paid actual mileage at freight train rates for such movements.
5. Time of freight crews will commence at time shown as departing time on board, and will end at the time designated on the conductor's register as arriving time at the end of the run.
6. Freight conductors or brakemen handling regular passenger trains will be paid passenger train rates, and for handling special trains or empty passenger train equipment they will be paid freight train rates.
7. Mileage will be computed according to mileage shown on current time table, except as covered by schedule runs.
8. No promoted man shall rank as a conductor, or be considered promoted, until he has actually served as a conductor for thirty days, and he will then be dated and rank thirty days prior to the date on which he completes his thirty days' actual service.
9. Train and yard work will not be distinct classes of service.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.427

Freight Runs Between	Allowance
Scranton, Dunmore or Avoca, to Hawley and return.....	100 miles.
(For an additional trip between Scranton, Dunmore or West Junction and Avoca, actual mileage will be allowed.)	
Avoca to Saco and return.....(2 trips)	100 miles.
Scranton or Dunmore to Saco and return, in addition to one trip, Avoca to Saco and return.....	100 miles.
Scranton or Dunmore to Saco and return (2 trips), if made in five hours thirty minutes or less.....	50 miles.
Scranton or Dunmore to Saco and return (2 trips), if made in five hours and thirty-one minutes or more, or three trips in less than ten hours.....	100 miles.
Hawley to Saco and return.....	50 miles.

Way Freight Runs Between—	Allowance, Miles.	Overtime after hrs. m.
Scranton or Dunmore to Plains Junction and return.....	100	10
Scranton or Dunmore to Pittston and return.....		
Scranton or Dunmore to Hawley and return.....	100	10

PASSENGER RATES.

Conductors	\$105 00 per month
Baggagemen	60 00 per month
Brakemen	60 00 per month

NOTE.— For one round trip West Hawley and Honesdale:

Conductors	\$0 41
Baggagemen	27
Brakemen	23

In addition to the above rates.

JEFFERSON DIVISION.

- 1. When a conductor's or trainman's regular position is temporarily vacant, it will after the expiration of fifteen days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for dead-heading to take such position will not be allowed.
- 2. Through freight crews required to put coal on coal docks or chutes will be allowed one hour overtime, or more, if made for this service, which shall be deducted from the total overtime made on the trip.
- 3. Regular assigned crews will not be used for extra work unless no other crews are available.
- 4. In passenger service crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Freight Runs Between—	Allowance, Miles.	Overtime after hrs. m.
Carbondale and Susquehanna, return.....	105	10 30
Carbondale and Ararat, return, 1 trip.....	53	5 15
Carbondale and Ararat, return, 2 trips.....	105	10 30
Susquehanna and Ararat and return, 1 trip.....	53	5 15
Susquehanna and Ararat and return, 2 trips.....	105	10 30
Carbondale and Forest City and return, 1 or 2 trips.....	53	5 15

Way Freight	Allowance, Miles.	Overtime after hrs. m.
Carbondale and Susquehanna, return.....	100	10

III.428 NEW YORK STATE DEPARTMENT OF LABOR.

REGULAR PASSENGER RATES.

Conductors	\$3 46 per day
Baggagemen	1 80 per day
Flagmen	1 90 per day
Brakemen	1 80 per day

Susquehanna and Carbondale.....(2 round trips) {	1½ days
Susquehanna and Binghamton.....(1 round trip) }	
Susquehanna and Carbondale.....(2 round trips)	1½ days

SPECIAL PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	1 93 per day
Flagmen	2 03 per day
Brakemen	1 93 per day

SUSQUEHANNA DIVISION.

1. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of seven days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.
2. There will be a stated number of the oldest extra freight conductors set aside to do all the extra freight running, strict seniority to prevail. No more men will be set aside for this service than will be able to make the mileage specified in the rules. When at any time an extra conductor is required and none of the regular extra conductors is available for any reason, the oldest extra conductor available who is working as brakeman will be used, except that where an extra conductor is working as brakeman on the train he will be used.
3. Extra conductors and extra brakemen will do all extra running and braking according to their respective class of work on their division. Men will not be deadheaded to comply with this rule.
4. In passenger service crews on special or excursion trains, if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Freight Runs Between —	Allowance, miles.	Overtime after hrs. m.
Hornell and Susquehanna.....	140	14 ..
Hornell and Binghamton.....	117	11 42
Binghamton and Elmira.....	75	7 30

Way Freights.

Hornell and Elmira.....	100	10 ..
Elmira and Susquehanna.....	100	10 ..

Pick-up Trains.

Corning and Susquehanna.....	100	10 ..
Hornell and Elmira.....	100	10 ..
Elmira to Addison and return (switch at Addison).....	100	10 ..
Endicott Run.....	100	10 ..

THROUGH PASSENGER RATES.

Conductors	\$113 00 per month
Baggagemen	63 00 per month
Brakemen	60 00 per month
Binghamton and Buffalo.....	1 day
Binghamton or Elmira and Salamanca.....	1 day
Elmira and Dayton or Dunkirk.....	1½ days
Elmira and Jersey City.....	1½ days

PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	2 13 per day
Flagmen	2 13 per day
Brakemen	2 03 per day
Susquehanna and Hornell.....	1 day

TIoga DIVISION.

1. When a conductor's or trainman's regular position is temporarily vacant, it will after the expiration of four days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

Freight Runs Between —	Overtime	
	Allowance miles.	after hours.
Blossburg to Elmira and return.....	100	10
Blossburg to Tioga Junction and return.....	50	5

Way Freights.

Elmira to Blossburg and return.....	100	10
Blossburg to Hoytville and return, two trips.....	100	10

PASSENGER RATES.

Conductor	\$95 00 per month
Baggagemen	57 00 per month
Flagmen	57 00 per month
Elmira and Blossburg.....	(Round trip) 1 day
Conductor	\$105 00 per month
Baggagemen	60 00 per month
Flagmen	60 00 per month
Elmira and Hoytville.....	(Round trip) 1 day

ROCHESTER DIVISION.

1. In passenger service crews on special or excursion trains, if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

III.430 NEW YORK STATE DEPARTMENT OF LABOR.

2. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of five days, be given to the oldest conductor or trainman applying therefor. Pay for deadheading to take such position will not be allowed.

3. Through freight crews required to do yard work or switching on arrival at Rochester, will be allowed ten miles per hour in addition to their time allowance. If overtime is made, this to be deducted.

	Allowance,	Overtime
Freight Runs Between --	miles.	after,
		hours.
Corning and Rochester.....	100	10
Avon to Attica and return.....	100	10
Way Freights.		
Rochester to Mt. Morris and return.....	100	10
Avon to Attica and return.....	100	10
Avon and Corning.....	100	10

PASSENGER RATES.		
Conductors	\$3 85 per day	
Baggagemen	2 13 per day	
Flagmen	2 13 per day	
Brakemen	2 03 per day	
Rochester and Elmira.....		1 day
Conductor	\$3 70 per day	
Baggagemen	2 13 per day	
Flagmen	2 13 per day	
Brakemen	1 93 per day	
Avon and Buffalo.....	(Round trip)	1 day
Conductor	\$107 00 per month	
Baggagemen	65 00 per month	
Brakemen	64 20 per month	
Attica and Avon.....	(Round trip) {	
Attica and Mt. Morris.....	(Round trip) {	1 day

NOTE.— Brakemen receive 10 cents per day extra for acting as flagmen working days the month.

ALLEGHENY DIVISION.

1. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of ten days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.

2. In passenger service, crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule to apply to all runs which have no specified time allowance.

3. A stated number of the oldest extra freight conductors will be set aside to do all the extra freight running; strict seniority to prevail. No more men will be set aside for this service than will be able to make the mileage speci-

fied in the rules. When at any time an extra conductor is required and none of the regular extra conductors is available, the oldest extra conductor available who is working as brakeman will be used, except that where an extra conductor is working as brakeman on the train he shall be used.

4. When a regular extra conductor lays off or is absent, the oldest extra conductor available will be put in his place to fill any vacancy immediately after the regular extra conductors ahead of him have been called. The regular extra conductor who laid off or is absent will not be allowed to resume work until the conductor in his place has completed the trip, and will then go out where his substitute comes in.

5. When a vacancy occurs on a regular passenger train, the oldest available extra passenger conductor or trainman due to go out the day and date the vacancy has occurred shall take the run in accordance with the time limit.

6. When an extra passenger crew is required at either end of the division on an extra passenger train, the first extra passenger crew out will be used after extra passenger crews that have already been called. No extra passenger crew will be held in for this work unless it is the only available extra passenger crew.

Freight Runs Between —	Allowance, miles.	Overtime after hours.
Hornell and Salamanca.....	100	10
Bradford and Buffalo.....	100	10

Way Freights.		
Hornell and Salamanca.....	100	10
Salamanca to Dunkirk and return.....	100	10

Pick-up Freight Runs Between —	Allowance, miles.	Overtime after, hours.
Hornell and Salamanca.....	100	10

THROUGH PASSENGER RATES.

Conductors	\$113 00 per month
Flagmen	63 00 per month
Brakemen	60 00 per month
Elmira and Dayton or Dunkirk	1½ days
Binghamton or Elmira and Salamanca.....	1 day

PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	2 03 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Hornell and Jamestown	1 day

NOTE. — Baggagemen and flagmen are allowed two days extra per month for following engine at Jamestown.

Hornell to Dunkirk, Nos. 5 and 107.....	1¼ days
Dunkirk to Hornell, Nos. 108 and 6.....	1¼ days
Dunkirk to Hornell, Nos. 114 and 26.....	1¼ days
Hornell to Dunkirk, No. 25.....	1 day

III.432 NEW YORK STATE DEPARTMENT OF LABOR.

Conductors	\$3 35 per day
Baggagemen	2 03 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Salamanca and Hornell, each way.....	1 day
Dunkirk to Salamanca, No. 106.....	1/2 day
Salamanca to Dunkirk, No. 105.....	1/2 day

SPECIAL PASSENGER RATES.

Conductors	\$3 70 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Hornell and Jamestown, each way.....	1 day
Hornell and Dunkirk, each way.....	1 day
Hornell and Freeman, each way.....	1 day

BRADFORD DIVISION.

1. Through freight crews putting up coal on coal docks or chutes shall be allowed one hour overtime, and additional overtime if made, computed under the general rule. If overtime is made on the trip it is to be deducted therefrom.
2. Crews will not be tied up at Johnsonburg or Brockwayville.
3. In passenger service, crews on special or excursion trains, if on duty six hours or less, will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Freight Runs Between	Allowance, miles.	Overtime after, hrs. m.
Bradford to Johnsonburg and return.....	105	10 30
Bradford to Brockwayville and return.....	160	16 ..
Bradford and Buffalo.....	100	10 ..

Way Freights.

Bradford to Johnsonburg and return.....	100	10 ..
Bradford to Carrollton, to Alton, to Bradford.....	100	10 ..

Pick-up Trains.

Bradford to Johnsonburg and return.....	100	10 ..
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NOTE.— On Alton way freight conductor will receive 25 cents per day in addition to above rate for passenger service.

REGULAR PASSENGER RATES.

Conductors	\$3 70 per day
Baggagemen	2 03 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Bradford and Carrollton	(3 round trips) 1 day

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.433

SPECIAL PASSENGER RATES.

Conductors	\$2 70 per day
Flagmen	1 90 per day
Brakemen	1 80 per day

Bradford to Jamestown and return	1½ days
Bradford and Johnsonburg (round trip)	1½ days
Bradford and Dayton (round trip)	1½ days

NOTE.— Passenger crews called for one day or less will receive regular passenger rates.

BUFFALO DIVISION.

1. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of ten days be given to the oldest conductor or trainman applying therefor. Pay for deadheading to take such position will not be allowed.

2. In passenger service, crews on special or excursion trains if on duty six hours or less will be allowed one-half day, and if on duty over six hours will be allowed one day. Overtime as per rule. This rule will apply to all runs which have no specified time allowance.

Freight Runs Between —	Allowance, miles.	Overtime after, hours.
Buffalo and Hornell	100	10
Buffalo and Meadville	140	14
Buffalo and Bradford	100	10

Way Freight.

Buffalo and Hornell	100	10
Buffalo and Jamestown	100	10
Buffalo and Suspension Bridge (two round trips)	100	10

Pick-up Trains.

Buffalo and Hornell	100	10
Buffalo and Tonawanda, and switch at Tonawanda	100	10

THROUGH PASSENGER RATES.

Conductors	\$113 00 per month
Flagmen	63 00 per month
Brakemen	60 00 per month
Buffalo and Binghamton	1 day

PASSENGER RATES.

Conductors	\$107 00 per month
Baggagemen	65 00 per month
Flagmen	63 00 per month
Brakemen	60 00 per month
Buffalo and Hornell (round trip)	1 day
Buffalo and Castle (round trip)	1 day

Conductors	\$100 00 per month
Baggagemen	64 20 per month
Flagmen	2 03 per day
Brakemen	2 00 per day
Buffalo and Attica (round trip)	1 day

NOTE.— When this crew makes freight trip, Buffalo and Black Rock, they will be allowed twenty miles at freight rates, viz.: Conductor, 3.2 cents per mile; trainmen, 2.15 cents per mile, in addition to above rates.

III.434 NEW YORK STATE DEPARTMENT OF LABOR.

Conductors	\$105 00 per month
Baggagemen	62 00 per month
Flagmen	63 00 per month
Buffalo and Niagara Falls, Ont. (Three trains run).....	1 day

Conductors	\$3 70 per day
*Baggagemen	1 93 per day
Flagmen	2 03 per day
Brakemen	1 93 per day
Buffalo and Jamestown(round trip)	1 day

NOTE.— The baggagemen and flagmen will be allowed two days extra per month for extra service at Jamestown.

Buffalo and Dayton(round trip)	1 day
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MEADVILLE DIVISION.

- 1. Extra conductors and extra trainmen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn.
- 2. When a conductor's or trainman's regular position is temporarily vacant, it will, after the expiration of four days, be given to the oldest conductor or trainman at any time he may apply therefor. Pay for deadheading to take such position will not be allowed.
- 3. Passenger trainmen will not be required to detach engines from their trains, or uncouple air, whistle or steam hose at points where other men are stationed for that purpose.
- 4. At Salamanca, Meadville and Kent, inspectors will be stationed to assist in coupling hose and testing the air brakes.
- 5. There will be a stated number of the oldest extra conductors set aside to do the extra freight running. When, at any time, one of these conductors is needed, and not available by reason of absence or on duty, the oldest available extra conductor braking will be used. Men will not be deadheaded to fill vacancies under this rule.

Freight Runs Between —	Allowance, miles.	Overtime after, hrs. m.	
Salamanca and Meadville.....	102	10	12
Meadville and Buffalo.....	140	14	..
Meadville and Kent.....	100	10	..
Meadville and Cleveland (via Mahoning Division).....	140	14	..
Meadville and Cleveland (via main line).....	115	11	30
Meadville to Oil City and return.....	100	10	..
Youngstown to Kent and return.....	115	11	30
Meadville to Corry and return.....	100	10	..
Meadville to Youngstown and return.....	140	14	..
Salamanca to Jamestown and return.....	75	7	30
Meadville to Ferrona or Sharon and return.....	100	10	..
Meadville to Leavittsburg and return.....	135	13	30
Kent to Leavittsburg and return.....	75	7	30

* \$10 per month extra for acting as brakemen.

Way Freights.

Salamanca and Corry (switching at Corry).....	100	10	..
Meadville to Corry and return.....	100	10	..
Meadville to Oil City and return.....	100	10	..
Meadville and Kent.....	100	10	..

Pick-up Trains.

Meadville to Shenango and return (switching at Shenango).....	100	10	..
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PASSENGER RATES.

Conductors	\$4 65 per day
Baggagemen	2 75 per day
Flagmen	2 48 per day
Brakemen	2 35 per day

Salamanca and Kent, each way.....	1	day
Meadville and Salamanca, each way.....	1½	day
Meadville and Buffalo, each way.....	1	day
Meadville and Jamestown, return.....	¾	day
Meadville and Cleveland, each way.....	1	day
Kent and Jamestown	1	day

Conductors	\$4 44 per day
Baggagemen	2 62 per day
Flagmen	2 37 per day
Brakemen	2 25 per day

Meadville, Bradford or Johnsonburg, each way.....	1	day
Meadville and Oil City, return.....	1½	day
Meadville and Oil City, return, remaining over night at Oil City.....	1	day
Salamanca and Youngstown, return.....	2	days
Shenango and Leavittsburg (round trip), switch at Warren.....	1	day

MAHONING DIVISION.

1. Passenger trainmen will not be required to detach engines from their trains, or uncouple air, whistle or steam hose at points where other men are stationed for that purpose.

2. At Cleveland and Brier Hill inspectors will be stationed to assist in coupling hose and testing the air brakes.

3. Crews working at Girard, Warren, or on similar runs, not having full day's work, may be required to make short trips between nearby points as part of the day's work under the general rule.

Freight Runs Between —	Allowance, miles.	Overtime after, hrs. m.
Cleveland and Youngstown, return.....	150	15
Cleveland and Meadville (via Mahoning Division).....	140	14
Cleveland and Leavittsburg, return.....	100	10 ..
Youngstown and Meadville, return.....	140	14 ..
Youngstown and Kent and return.....	115	11 30
Youngstown and Randall and return.....	127	12 42
Cleveland and Niles and return.....	127	12 42
Cleveland and Ferrona and return.....	200	20 ..
Cleveland and Meadville (via main line).....	115	11 30
Youngstown and New Castle (round trip).....	100	10 ..

III.436 NEW YORK STATE DEPARTMENT OF LABOR.

Short Runs.	Allowance, miles.	Overtime after, hrs. m.
Youngstown and Leavittsburg (round trip).....	50	5 ..
Youngstown and Sharpsville (round trip).....	50	5 ..
Youngstown and Ferrona.....	50	5 ..
Niles and Leetonia (round trip).....	50	5 ..
Ferrona and New Castle (round trip).....	50	5 ..
Youngstown and Niles (round trip).....	25	2 30
Youngstown and Hubbard (round trip).....	25	2 30
Leavittsburg and Niles (round trip).....	25	2 30
Youngstown and Shenango (round trip).....	75	7 30
Youngstown and Leetonia (round trip).....	75	7 30

NOTE.— Regularly assigned crews making one of the above short runs and not furnished any further work for the day will be allowed 100 miles.

Freight Runs Between —	Allowance, miles.	Overtime after, hrs. m.
Youngstown and Leavittsburg (two round trips).....	100	10 ..
Youngstown and Sharpsville (two round trips).....	100	10 ..
Youngstown and Ferrona (two round trips).....	100	10 ..
Niles and Leetonia (two round trips).....	100	10 ..
Ferrona and New Castle (two round trips).....	100	10 ..

Way Freights.		
Cleveland and Youngstown.....	100	10 ..
Youngstown and Lisbon (round trip).....	100	10 ..
Youngstown and Sharpsville (two round trips).....	100	10 ..
Youngstown and New Castle (round trip).....	100	10 ..

Pick-up Trains.		
Niles and Lisbon and doing switching at coal mines and other industries.....	108	10 48
Randall, Drag, Warren and Girard switching crews.....	100	10 ..

PASSENGER RATES.				
Runs.	Con- ductors, per day.	Baggage- men, per day.	Flag- men, per day.	Brake- men, per day.
Cleveland and Youngstown	\$4 20	\$2 62	.....	\$1 95
Cleveland and Leavittsburg (milk run) ..	3 83	2 20	2 15	.....
Ferrona to Sharpsville, to Cleveland, to Ferrona	4 20	2 62	.....	1 95
Niles and Lisbon, two round trips (mixed run)	3 63	*1 10	2 25	.....
Cleveland and Youngstown and return (brakeman will be allowed 1/8 day extra for following engines at Cleveland and Youngstown).....				1 day
Ferrona to Sharpsville, to Cleveland, to Ferrona :				
Conductor				1 1/4 days
Baggagemen				1 1/4 days
Brakemen				1 1/4 days
Niles and Lisbon..... (mixed, 2 trips)				1 1/4 days

NOTE.— Mahoning Division crews running special or excursion trains east from Youngstown, that now receive \$3.85 per day, will receive \$4 per day for the same service.

Scranton Ave. Pilot.....\$2.65 per day of ten (10) hours

* Receives pay from express company.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.437

CINCINNATI DIVISION.

- 1. There shall be a stated number of the oldest extra conductors set aside to do the extra freight running. When, at any time, one of these conductors is needed and not available by reason of absence or on duty, the oldest available extra conductor braking will be used. Men will not be deadheaded to fill vacancies under this rule.
- 2. Vacancies on assigned runs of conductors or trainmen will be filled as follows: If the man who is entitled to such a run is not available, or does not desire it, the vacancy will be filled by the oldest extra man available, this man to hold such run for a period of two round trips, then any man entitled to the vacancy may receive it.
- 3. Through freight crews required to put coal on Silver Creek coal chutes will be allowed overtime for this service, which shall be deducted from the total overtime made on the trip.
- 4. Passenger crews will be allowed one and one-fourth days for a round trip between Kent and Marion Junction. Runs between Kent and Dayton, 1 day each way. Between Kent and Galion, ½ day each way.

Freight Runs Between —	Allowance, miles.	Overtime after, hrs. m.
Galion and Kent.....	100	10 ..
Galion and Dayton.....	105	10 30
Galion to Marion Junction and return.....	50	5 ..

Way Freight.		
Galion and Dayton.....	105	10 30
Galion and Kent.....	100	10 ..

Pick-up Trains.		
Kent to Creston and return.....	100	10
Silver Creek coal run.....	100	10

PASSENGER RATES.

Conductors	\$4 65 per day
Baggagemen	2 75 per day
Flagmen	2 48 per day
Brakemen	2 35 per day

CHICAGO & ERIE.

- 1. When a conductor or trainman on a regular assigned run is absent the oldest conductor or trainman will receive same if requested.
- 2. Through freight crews putting up coal on the coal docks at Spencerville or North Judson will be allowed one hour's pay for such service; if the work consumes more than one hour actual time will be allowed, but if overtime is made on the trip the time allowed for the above service will be deducted.
- 3. At Chicago, Huntington and Marion Junction, car inspectors will detach engines from passenger trains.
- 4. There shall be a stated number of the oldest extra conductors set aside to do the extra freight running. When one of these conductors is needed and cannot be had by reason of absence or being on duty, the oldest available conductor will be used. No deadheading to fill vacancies.

III.438 NEW YORK STATE DEPARTMENT OF LABOR.

5. Extra conductors and extra brakemen will be called in turn, first in first out, and a reasonable effort will be made to find the first extra man before calling the next in turn. This rule not to apply to runs where a man has to be deadheaded to fill a run temporarily.

6. Freight brakemen will be allowed pay for one hour for taking engine to the roundhouse at Fifty-first street, Chicago.

7. Crews making short passenger runs will be paid the local passenger rates. The minimum allowance for five hours and thirty minutes' service will be \$2 for conductors and \$1.10 for baggagemen and brakemen, and for over five hours and thirty minutes, \$4 for conductors and \$2.20 for baggagemen and brakemen.

8. Overtime in passenger service will be computed on basis of one-tenth trip allowance per hour.

Freight Runs Between —	Allowance, miles.	Overtime after, hours.
Huntington and Chicago.....	138	14
Huntington and Gallon.....	150	15
Huntington and Marion Junction.....	128	13
Huntington and Hammond.....	122	12
Huntington to North Judson and return.....	146	15
Huntington to Lima and return.....	150	15
Gallon to Lima and return.....	150	15
Gallon to Lima and return to Marion Junction.....	126	13
Marion Junction to Lima and return to Gallon.....	126	13
Marion Junction to Lima and return.....	104	11
Huntington to Kenton and return.....	203	20

Way Freights.		
Marion and Ohio City.....	100	10
Huntington to Ohio City and return.....	100	10
Huntington to Rochester and return.....	100	10
Rochester and Hammond or Chicago.....	100	10

Pick-up Trains.		
Huntington and Marion Junction.....	128	13

PASSENGER RATES.		
	CENTS PER MILE.	
	Through.	Local.
Conductors	\$2 25	\$2 85
Baggagemen	1 25	1 65
Flagmen	1 20	.....
Brakemen	1 20	1 50

This agreement will be in effect from and after February 1, 1907, and will remain in force one year from above date, and will continue after that date until either party gives thirty days' notice in writing to the other of any change desired.

J. C. STUART, *General Manager.*
Accepted for the Conductors,
T. WELCH.
Accepted for the Trainmen,
IRA O. MILLER.

CONDUCTORS, BRAKEMEN, AND SWITCHMEN, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.

Revised schedule of rates of pay of conductors, brakemen and switchmen.
Effective January 1, 1907.

MAIN LINE PASSENGER SERVICE.

	Miles.	Conduc- tors, per trip.	Train- men, per trip.	Baggage- men, per trip.
Buffalo & Erie and return.....	176	\$4.40	\$2.20	\$....
Buffalo & Cleveland	183	4.58	2.20	2.44
Buffalo & Toledo, via Norwalk.....	296	7.40	3.70	3.95
Buffalo & Toledo, via Sandusky.....	291	7.28	3.64	3.88
Cleveland & Toledo, via Norwalk.....	113	2.83	1.41	....
Cleveland & Toledo, via Sandusky.....	108	2.70	1.35	....
Elyria & Toledo and return	164	4.10	2.05	....
Toledo & Elkhart, via Old Road.....	143	3.58	1.79	1.91
Toledo & Elkhart, via Air Line.....	133	3.33	1.66	1.77
Toledo & Chicago, via Old Road.....	244	6.10	3.05	3.25
Toledo & Chicago, via Air Line.....	234	5.85	2.93	3.12
Kendallville & Toledo and return	182	4.55	2.28	2.43
Elkhart & Chicago	101	2.53	1.26	1.35

	Conduc- tors, per mo.	Train- men, per mo.	Baggage- men, per mo.
Buffalo & Dunkirk and return	\$100.00	\$55.00	\$60.00
Ashtabula & Cleveland and return	100.00	55.00	....
Norwalk & Cleveland and return	100.00	55.00	60.00

Calendar working days to constitute a month, for all the above runs paid for on a monthly basis.

Sundays extra on same basis.

Regular main line passenger conductors will receive a minimum of \$100; regular main line passenger trainmen a minimum of \$55, and regular main line baggagemen a minimum of \$60 for a month's service.

CHICAGO SUBURBAN SERVICE.

	Conduc- tors, per month.	Train- men, per day.	Collec- tors. per day.
Loop runs	\$100.00	\$2.18	\$2.33
All other runs	90.00	2.18	2.33

Calendar working days to constitute a month for above runs for con-ductors.

Sundays extra on same basis.

III.440 NEW YORK STATE DEPARTMENT OF LABOR.

BRANCH PASSENGER SERVICE.

	Conduc- tors, per mo.	Train- men, per mo.	Baggage- men, per mo.
Ashtabula & Oil City	\$97.50	\$55.00	\$.....
Ashtabula & Youngstown	97.50	55.00	.....
Toledo & Detroit	97.50	55.00	57.50
Adrian & Monroe	95.00	55.00	.....
Ft. Wayne & Jackson	97.50	55.00	57.50
Jackson & Toledo } Jackson & Adrian } Pool runs	97.50	55.00	57.50
Jackson & Toledo	97.50	55.00	57.50
Hillsdale & Ypsilanti	95.00	30.00	.....
Hillsdale & Lansing	95.00	55.00	27.50
Hillsdale & Detroit	97.50	55.00	.....
Elkhart & Grand Rapids	97.50	55.00	57.50

Calendar working days to constitute a month for above runs.
Sundays extra on same basis.

MAIN LINE SPECIAL OR EXCURSION TRAINS.

Eastern Division.

	Conduc- tors.	Train- men.
Buffalo & Westfield, single trip	\$3.33	\$1.73
Buffalo & Westfield, round trip	3.33	1.73
Buffalo & Erie, single trip	3.33	1.73
Buffalo & Erie, round trip	5.00	2.25
Buffalo & Ashtabula, single trip	3.75	1.73
Buffalo & Ashtabula, round trip	7.00	3.15
Buffalo & Cleveland, single trip	4.58	2.05
Buffalo & Cleveland, round trip	9.15	4.12
Erie & Cleveland, single trip	3.33	1.73
Erie & Cleveland, round trip	5.00	2.25
Conneaut & Cleveland, single trip	3.33	1.73
Conneaut & Cleveland, round trip	3.33	1.73
Ashtabula & Cleveland, single trip	3.33	1.73
Ashtabula & Cleveland, round trip	3.33	1.73
Painesville & Cleveland, single trip	3.33	1.73
Painesville & Cleveland, round trip	3.33	1.73

Overtime after twelve hours at twenty-eight cents per hour for conductors;
trainmen pro rata.

Toledo Division.

	Conduc- tors.	Train- men.
Cleveland to Oberlin or Vermillion, or points east, and re- turn to Cleveland, per trip	\$3.00	\$1.50
Cleveland to points west of Oberlin or Vermillion and re- turn to Cleveland, per trip	5.70	2.80
Toledo to Clyde or Danbury, or points west, and return to Toledo, per trip	3.00	1.50
Toledo to points east of Clyde or Danbury, and return to Toledo, per trip	5.70	2.80

Michigan and Western Divisions.

Conductors running special excursion or other than over the entire division, will receive \$3.50 and trainmen \$1.75 per hundred miles or less. Conductors will receive 3½ cents, and trainmen 1¾ cents per mile for all miles over 100. Overtime after twelve hours at twenty-eight cents per hour for conductors; trainmen pro rata on their monthly rate.

BRANCH SPECIAL OR EXCURSION TRAINS.

Franklin, Detroit, Lansing and Other Branches.

Conductors of trains not covering the entire division will be paid \$3.50 per day of twelve hours or less. Overtime after twelve hours at thirty-five cents per hour.
Trainmen will be paid at the rate of \$55 per month. Overtime after twelve hours pro rata.

EASTERN DIVISION.

Through Freight Service.

	Con- ductors.	Brake- men.
East Buffalo & Collinwood, per trip	\$5.50	\$3.70
West Seneca & Erie, per trip	3.20	2.20
West Seneca & Ashtabula, per trip	4.00	2.65
West Seneca & Collinwood, per trip	4.95	3.50
Erie & Collinwood, per trip	3.20	2.20

Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

Short Trips and Turn-Arounds.

In compensating for short trips and turn-arounds 100 miles will be a minimum day at the rate of 3.2c. per mile for conductors and 2.2c. per mile for brakemen. Continuous service will be allowed.
Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.
Crews will be paid the additional mileage made when they run to or from Buffalo Creek.

Way Freight Service.

	Conduc- tors.	Brake- men.
Buffalo & Erie, per trip	\$3.75	\$2.55
Erie & Collinwood, per trip	3.75	2.55

Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.
Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Local and Pick-Up Service.

	Conduc- tors.	Brake- men.
Buffalo & Erie, per trip	\$3.75	\$2.55
Erie & Collinwood, per trip	3.75	2.55
West Seneca & Ashtabula, per trip	4.50	3.00
West Seneca & Collinwood, per trip	6.10	4.05

Wreck and circus trains and other local or pick-up runs, will be paid a minimum of 100 miles at the rate of \$3.75 for conductors and \$2.55 for brakemen. A proportionate rate will be paid for over 100 miles. Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors and twenty-five and one-half cents per hour for brakemen.

Work Train Service.

Conductors in work train service will receive \$90, and brakemen \$60 per month. Calendar working days to constitute a month.

Overtime after twelve hours at 1-10 of a day per hour.

TOLEDO DIVISION.

Through Freight Service.

Conductors will receive 3.2 cents and brakemen 2.2 cents per mile. Runs of less than 100 miles to be computed as 100 miles. Overtime after twelve hours at thirty cents per hour for conductors and twenty cents per hour for brakemen.

Stone Train Service.

Conductors and brakemen will receive through freight pay and will return 118 miles per day. Overtime after twelve hours at thirty cents per hour for conductors and twenty cents per hour for brakemen.

Way Freight Service.

	Conduc- tors.	Brake- men.
Cleveland & Norwalk, per trip	\$3.75	\$2.55
Cleveland & Sandusky, per trip	3.75	2.55
Norwalk & Toledo, per trip	3.75	2.55
Sandusky & Toledo, per trip.....	3.75	2.55

Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Local Freight Service.

	Conduc- tors.	Brake- men.
West Park & Air Line Jct., per trip.....	\$4.02	\$2.71
(Via Norwalk or Sandusky.)		

Conductors and brakemen on local and way freights will receive a full trip allowance for legal holidays when trains are annulled.

Locals run between Cleveland and Toledo via Sandusky will be allowed mileage same as via Norwalk.

Conductors and brakemen will be paid local freight rate on turn-around between Sandusky and Collinwood.

Wreck and circus trains and other local or pick-up runs, will be paid a minimum of 100 miles at the rate of \$3.75 for conductors and \$2.55 for brakemen. A proportionate rate will be paid for over 100 miles. Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors and twenty-five and one-half cents per hour for brakemen.

Work Train Service.

Conductors in work train service will receive \$90, and brakemen \$60 per month. Calendar working days to constitute a month. Overtime after twelve hours at 1-10 of a day per hour.

MICHIGAN DIVISION.

Through Freight Service.

Conductors in through freight service will receive \$4.20, and brakemen \$2.90 per trip. Overtime after twelve hours at thirty cents per hour for conductors and twenty cents per hour for brakemen.

Short Trips and Turn-Arounds.

In compensating for short trips and turn-arounds, where the distance covered is more than one-half the length of the division, or the time consumed is six hours or more, full trip rates will be paid.

Should the distance covered be less than one-half the length of the division, and the time consumed less than six hours, overtime rates will be paid and crews stand first out.

Overtime after twelve hours according to the class of train run.

Conductors and brakemen on all trains covering the entire length of the division, or turn-arounds covering a portion of the same, will be paid for continuous service during the time thus engaged in completing the trip.

Way Freight Service.

	Conduc- tors.	Brake- men.
Toledo & Kendallville, per trip.....	\$3.75	\$2.55
Elkhart & Adrian, per trip	3.75	2.55
Toledo to Adrian and return, per trip	3.75	2.55
Elkhart to Kendallville and return, per trip	3.75	2.55

Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.

Overtime after twelve hours at thirty-nine cents per hour for conductors, and twenty-eight cents per hour for brakemen.

Local and Pick-Up Service.

Conductors in local and pick-up service will receive \$5, and brakemen \$3.25 per trip between Toledo and Elkhart (via Air Line or Old Road).

Eighteen trips to be considered a month.

Overtime after twelve hours at thirty-nine cents per hour for conductors, and twenty-eight cents per hour for brakemen.

III.444 NEW YORK STATE DEPARTMENT OF LABOR.

Work Train Service.

Conductors in work train service will receive \$90, and brakemen \$60 per month. Calendar working days to constitute a month.
Overtime after twelve hours at 1-10 of a day per hour.

Wreck and Circus Train Service.

Conductors and brakemen in wreck and circus train service will receive through freight rates.
Michigan division conductors and brakemen, when called for service on other divisions or branches, will receive Michigan division rates.

Hillsdale, Jonesville and Coldwater Switching Runs, and Goshen and Kendallville Runs.

Conductors will receive \$90, and brakemen \$60 per month.
Calendar working days to constitute a month.
Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

GRAND RAPIDS BRANCH.

Local Freight Service.

	Conduc- tors.	Brake- men.
Elkhart & Grand Rapids, per trip	\$3.75	\$2.55

Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.
All scheduled freight trains on Grand Rapids branch to be considered locals.
Conductors and brakemen in way freight service will receive a full trip allowance for legal holidays when trains are annulled.

Work and Wreck Train Service.

Conductors will receive \$85, and brakemen \$58 per month.
Calendar working days to constitute a month.
Overtime after twelve hours at 1-10 of a day per hour.

Circus Trains.

Conductors and brakemen will receive local freight rates.

GOSHEN & MICHIGAN BRANCH.

Conductors on Goshen & Michigan branch will receive \$90, and brakemen \$55 per month.
Calendar working days to constitute a month.
Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

WESTERN DIVISION.

Through Freight Service.

Conductors in through freight service will receive \$3.20, and brakemen \$2.20 per trip. Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

Short Trips and Turn-Arounds.

In compensating for short trips and turn-arounds, where the distance covered is more than one-half the length of the division, or the time consumed is six hours or more, full trip rates will be paid. Should the distance covered be less than one-half the length of the division, and the time consumed less than six hours, overtime rates will be paid, and crews stand first out. Overtime after twelve hours according to class of train run. Conductors and brakemen of all trains covering the entire length of the division, or turn-arounds covering a portion of the same, will be paid for continuous service during the time thus engaged in completing the trip.

Way Freight Service.

	Conduc- tors.	Brake- men.
Englewood & Elkhart, per trip.....	\$3.75	\$2.55

Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.

Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Wreck and circus trains and other local or pick-up runs will be paid a minimum of 100 miles at the rate of \$3.75 for conductors and \$2.55 for brakemen. A proportionate rate will be paid for over 100 miles. Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Work Train Service.

Conductors in work train service will receive \$90, and brakemen \$60 per month. Calendar working days to constitute a month. Overtime after twelve hours at 1-10 of a day per hour.

Dune Park Sand Runs.

Conductors and brakemen on Dune Park sand runs will receive through freight rates.

FRANKLIN DIVISION.

Through Freight Service.

Conductors in through freight service will receive 3.2 cents, and brakemen 2.2 cents per mile. Runs of less than 100 miles will be computed as 100 miles. Overtime after twelve hours from time required to report at Ashtabula, at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

III.446 NEW YORK STATE DEPARTMENT OF LABOR.

Way Freight Service.

	Conduc- tors.	Brake- men.
Ashtabula & Oil City, per trip.....	\$3.75	\$2.55
Youngstown, Andover and return, per trip.....	3.75	2.55

Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

	Conduc- tors.	Brake- men.
Youngstown & Sharon, per day	\$3.55	\$2.55

Overtime after twelve hours at thirty-five and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Local and Pick-Up Service.

	Conduc- tors.	Brake- men.
Ashtabula & Oil City, per trip.....	\$3.75	\$2.55

Conductors and brakemen on local and way freights will receive a full trip allowance for legal holidays when trains are annulled.

Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Wreck and circus trains and other local or pick-up runs will be paid a minimum of 100 miles at the rate of \$3.75 for conductors and \$2.55 for brakemen. A proportionate rate will be paid for over 100 miles. Overtime after twelve hours at thirty-seven and one-half cents per hour for conductors and twenty-five and one-half cents per hour for brakemen.

Freight Crews Stationed at Stoneboro and Oil City.

Conductors will receive \$3.55 per day, and brakemen \$2.40 per day.

Overtime after twelve hours at thirty-five and one-half cents per hour for conductors, and twenty-four cents per hour for brakemen.

Sharon Branch Switching Runs.

Conductors will receive \$3.55 and brakemen \$2.55 per day.

Overtime after twelve hours at thirty-five and one-half cents per hour for conductors, and twenty-five and one-half cents per hour for brakemen.

Work Train Service.

Conductors in work train service will receive \$90, and brakemen \$60 per month.

Calendar working days to constitute a month.

Overtime after twelve hours at 1-10 of a day per hour.

Milk Train (so-called).

Conductors will receive \$3.20, and brakemen \$2.20 for 100 miles or less.

Overtime after twelve hours at thirty cents per hour for conductors, and twenty cents per hour for brakemen.

DETROIT BRANCH.

Through Freight Service.

Conductors in through freight service will receive \$2.60, and brakemen \$1.85 per single trip. Overtime after twelve hours at twenty-seven cents per hour for conductors, and twenty cents per hour for brakemen.

Way Freight Service.

Conductors will receive \$3.40, and brakemen \$2.30 per trip.

Overtime after twelve hours at thirty-four cents per hour for conductors, and 23 cents per hour for brakemen.

Present scheduled freight trains to be considered as locals or way freights.

Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.

Work Train Service.

Conductors in work train service will receive \$85, and brakemen \$58 per month. Calendar working days to constitute a month. Overtime after twelve hours at 1-10 of a day per hour.

Wreck and Circus Train Service.

Conductors and brakemen in wreck and circus train service will receive way freight rates. Overtime after twelve hours at 1-10 of a day per hour.

BRANCH WAY FREIGHTS AND LOCALS.

	Conduc- tors.	Brake- men.
Adrian & Fayette, per day	\$3.20	\$2.20
Adrian & Monroe, per day	3.20	2.20
Adrian & Jackson and return, per day	3.20	2.20
Hillsdale & Ypsilanti and return, per day	3.20	2.20
Hillsdale & Lansing and return, per day	3.20	2.20
Ft. Wayne & Jackson, per trip	3.55	2.40
Elkhart & Western, per day	3.00	2.15

Overtime after twelve hours pro rata, except Lansing and Detroit division branches, where present rate of one-tenth of a day per hour will govern. Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.

Work and Wreck Train Service.

Conductors in work and wreck train service on the above branches will receive \$85 and brakemen \$58 per month. Calendar working days to constitute a month.

Overtime after twelve hours at one-tenth of a day per hour.

Circus Trains.

Conductors and brakemen will receive way freight rates.

III.448 NEW YORK STATE DEPARTMENT OF LABOR.

D. A. V. & P.

Passenger Service.

	Conductors.	Trainmen.	Baggagemen.
Dunkirk and Titusville, round trip.....	\$3 85	\$1 85	\$1 93

One-half of above for single trips.

Overtime after twelve hours' road service, conductors 33 cents per hour, trainmen 15 cents per hour, baggagemen 17 cents per hour.

Freight Service.

	Conductors.	Brakemen.
Dunkirk and Titusville, per trip.....	\$3 27	\$2 11

Overtime after twelve hours, conductors 30 cents per hour, brakemen 20 cents per hour.

Conductors and brakemen on way freights will receive a full trip allowance for legal holidays when trains are annulled.

GENERAL RULES.

CONDUCTORS AND BRAKEMEN.

[*Effective January 1, 1907.*]

SECTION 1. In case a conductor or brakeman is called for any run, and if, for any cause or reason (other than his own acts), he is not sent out, he will be paid a day's pay for service rendered pro rata for class of train he is called upon to run, provided he does no further service within twelve hours. When called for further service, he will receive pay for service previously rendered at overtime rates, and will stand first out; but not less than one hour will be allowed.

SEC. 2. Conductors and brakemen, in computing overtime, will count no fraction of an hour less than thirty minutes. Any fraction of an hour of thirty minutes or over will be counted as one hour.

SEC. 3. The time of conductors and brakemen will begin at the time they are required to report for duty, and will continue until they are relieved from duty.

SEC. 4. Conductors and brakemen will receive, in addition to regular trip, pay for actual mileage made in doubling any portion of the road; also pay for actual mileage made in shoving trains, when same necessitates covering any portion of the division twice. On divisions where mileage basis is not established, the same service shall be paid for at overtime rates.

SEC. 5. Any conductor making complaint against a brakeman to the superintendent or trainmaster, which might result in discipline, will make the same in writing over his own signature.

SEC. 6. As a general practice, reduction in force will begin with the youngest conductor and brakeman, computing their age in the service as conductors from date of promotion, and as brakemen from date entering the service as freight brakemen.

SEC. 7. All brakemen to be considered in line for promotion. In promoting men, seniority in freight service to govern.

SEC. 8. When brakemen are used as pilots they will receive conductors' pay.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.449

SEC. 9. When, by request of this company, conductors or brakemen are used as witnesses at inquests or at suits brought or defended by this company, or on other company business except investigations held by officers of the company, they will be furnished transportation and be allowed actual trip rates for trips lost, and day rates for the time consumed when trips are not lost, plus legitimate expenses when away from home. In such cases nothing will be allowed for deadheading.

SEC. 10. When deadheading is required, the first crew out will deadhead, and the last crew out will run the train and follow the deadhead crew or crews when returning.

SEC. 11. Conductors and brakemen deadheading under orders will receive full time. The class of train for which they are deadheading shall determine the pay they will receive for such deadheading, it to be understood that no more pay will be received for a deadhead than would be received for running a train or braking on same for the same distance.

SEC. 12. Conductors will be notified in writing, promptly, when time is not allowed as per time slip, and the reason stated. Brakemen will be notified when time is made independent of the conductor.

SEC. 13. Conductors and regular brakemen assigned to temporary service other than in train service will be paid road pay, provided they may, at their own option, accept service in any other department at the rate specified for said department.

SEC. 14. Employees who have been injured in the company's service will not be permanently assigned to designated or preferred runs to which their services do not entitle them.

SEC. 15. As a general practice no conductor or brakeman will lose his rights on account of injury received or sickness.

SEC. 16. Conductors or brakemen accepting positions in yards or other departments or promoted to official positions may retain their rights as conductors or brakemen for a period of one year only. Leave of absence will not be granted to conductors or brakemen for a longer period than one year.

SEC. 17. As a general practice yard conductors and brakemen will not be used in road service as conductors or brakemen.

SEC. 18. Crews will not be deprived of their cabooses during time set apart for rest or in the performance of their duties in train or wrecking service.

SEC. 19. Conductors and brakemen who are entitled to rest will not be disturbed by a call for purpose of investigation until expiration of time specified for rest.

SEC. 20. Conductors and brakemen requiring rest will be permitted to mark off for ten hours' rest. The time for rest shall be generally understood to include the time called for. The maximum call shall not exceed two hours.

SEC. 21. Unnecessary switching of cabooses at terminals will be discontinued.

SEC. 22. Ample leave of absence will be granted committeemen when on committee work, and transportation will be furnished.

SEC. 23. Freight crews not assigned to regular runs will run first in and first out.

SEC. 24. Regular extra conductors and brakemen in freight service will run first in and first out. When there are no regular extra conductors available, the oldest emergency conductor available will be used. In passenger service

III.450 NEW YORK STATE DEPARTMENT OF LABOR.

the oldest extra passenger conductor, when available, shall have the preference in filling temporary vacancy.

All passenger trains other than those on the conductors' schedule shall be run by extra passenger conductors, when available, it to be understood that they are available when they can be secured in time for the run. No additional expense to the company to be incurred on account of deadheading. When freight conductors and brakemen not assigned to passenger service are required to run passenger trains they shall receive through freight pay.

SEC. 25. All way freight, local and pick-up crews shall consist of a conductor and three brakemen on the Western, Michigan, Toledo, Eastern and Franklin divisions (excepting Sharon branch); also the run known as the "Brown" Stone run.

SEC. 26. When two or more classes of service are performed on any trip, the highest rate of pay will be allowed for the entire trip.

SEC. 27. Conductors and brakemen will not be suspended pending trial for minor offenses which do not result in serious loss or damage to persons or property.

SEC. 28. No conductor or brakeman will be dismissed from the service without a fair and impartial trial, at which he will have the right to be present, and at which he may be represented by another conductor or trainman of his choice. All parties accused should be present during the investigation. Witnesses may be examined separately, but, in the event of conflicting testimony, those whose evidence conflicts will be examined together. This trial to be held within ten days from date of occurrence and conductors or brakemen notified within ten days of the result. If exonerated from blame, they will be paid for all time lost, and, if dissatisfied with the decision, they may appeal the same to a higher official. Indefinite suspension will not be assessed as punishment.

SEC. 29. Conductors and brakemen having suffered suspension and found blameless will be paid for all time lost, and record of same will be stricken from the books.

SEC. 30. Conductors and brakemen will not be run from one division to another, except in case of actual emergency.

SEC. 31. When any run is to be disposed of by advertising, no conductor or brakeman will hold such run, except by right of seniority, for a greater period than one year, when it will be advertised again and taken by the oldest conductor and trainman bidding for it for the same length of time.

SEC. 32. When a conductor or brakeman reports for duty after a temporary leave of absence he will be allowed to wait for the caboose to which he is regularly assigned.

SEC. 33. Conductors and brakemen in way freight service will, so far as practicable, not be called for any Sunday service, except in cases of wreck or washouts.

SEC. 34. Conductors and brakemen who are called for fair or excursion trains will not be required to do work in freight service until they have arrived at their homes, unless they are notified when they are called and the caboose dead-headed.

SEC. 35. When necessary for conductors to have pilots, conductors will be furnished when possible to do so.

GENERAL RULES GOVERNING THE SERVICE OF SWITCHMEN.

Effective November 1, 1906.

ARTICLE 1. Ten hours to constitute a day's work; five hours or less, one-half day; more than five and less than ten hours, one day.

ART. 2. Switchmen commencing work at twelve o'clock noon, or later, and working more than one-half day, will be paid at night rates.

ART. 3. When switchmen start to work after 8 A. M., the fifth hour shall be considered the meal hour.

ART. 4. Section 1. The oldest yard switchmen, in point of service, shall have preference in their respective positions, capacity being equal.

Sec. 2. The oldest extra men shall have the preference in work.

ART. 5. Switchmen assigned as switch-tenders, crossing flagmen or target-tenders, shall receive switchmen's wages.

ART. 6. As a general practice, all yard crews shall consist of one foreman and two helpers; but the company reserves the right to work a greater or less number.

ART. 7. In making selection for assistant yard masters, the oldest switchmen will have consideration.

ART. 8. Section 1. All day crews shall be allowed one full hour for dinner between the hours of 11 A. M. and 1 P. M. Night crews will be allowed one full hour for supper between the hours of 11 P. M. and 1 A. M., excepting crews at Ashtabula and Ashtabula Harbor. If crews are required to work during this time they will be given thirty minutes for dinner or supper between the hours above stated and paid for the hour.

Sec. 2. Crews at Ashtabula and Ashtabula Harbor will receive continuous time while on duty; excepting men employed on coal machine humps at Ashtabula Harbor, who shall be governed by Section 1, of Article 8.

ART. 9. Section 1. Rights of all switchmen shall date from the day they enter the service of the company as switchmen. Switch-tenders or others desiring to enter switching service shall be assigned to bottom of extra list.

Sec. 2. A correct seniority roll of switchmen shall be kept displayed in each yard and shall be revised every six months.

ART. 10. Switchmen shall hold no rights in road service, nor shall road men hold any rights in yard service.

ART. 11. As a general practice, switching of any kind, done within yard limits, shall be under the jurisdiction of the yard master, and he shall furnish properly qualified yard men for such work.

ART. 12. In case the company shall see fit to reduce force, the men who are to be taken off shall be notified by the yard master not less than three hours previous to the time they are expected to report for work. If not so notified, and they report for work, they shall be allowed one-half day's pay.

ART. 13. Engines not equipped with foot boards, grab irons and head-lights on each end of the engine will not be allowed to work for more than two days in yard service.

ART. 14. Yard foremen will make out their own time slips. All errors in computing time will be properly corrected. Any amount of pay omitted on the pay rolls of one month shall be paid on the rolls of the month following; except that if the sum exceeds \$5 a pay check will be issued.

ART. 15. Any switchman serving on a board of adjustment shall not be discriminated against.

III.452 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 16. The switchmen in all yards shall have a meeting point for starting and quitting work.

ART. 17. Section 1. In case of suspension or dismissal of any switchman for any cause, he shall have the right to refer his case to the division superintendent, within five days of the time he was taken off. Superintendent shall give his case a thorough investigation, at which time the aggrieved employee may be present if he so desires, and may also be represented by a committee of employees in his class, from his division, whom he may select. In case he shall not be satisfied with the investigation, he shall have the right to appeal to a higher official. In case the suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

Sec. 2. All infractions of rules, or matters requiring investigation, will be taken up within ten days from the date of occurrence, and any discipline imposed must be in effect within fifteen days from the date of investigation, unless prevented by personal injuries to the persons concerned.

ART. 18. On application, a copy of the revised rules and regulations for switchmen will be furnished the chairman of the local grievance committee.

ART. 19. Section 1. Switchmen in the yards in Chicago territory will be paid as follows:

Night yard foremen, thirty-seven cents (37 cts.) per hour.

Day yard foremen, thirty-five cents (35 cts.) per hour.

Night yard helpers, thirty-four cents (34 cts.) per hour.

Day yard helpers, thirty-two cents (32 cts.) per hour.

Switchmen in the yards in Buffalo territory, Erie, Ashtabula, Ashtabula Harbor, Youngstown territory, Cleveland territory, Sandusky, Toledo territory, Detroit, West Detroit, Elkhart and South Bend, will be paid as follows:

Night yard foremen, thirty-six cents (36 cts.) per hour.

Day yard foremen, thirty-four cents (34 cts.) per hour.

Night yard helpers, thirty-three cents (33 cts.) per hour.

Day yard helpers, thirty-one cents (31 cts.) per hour.

In all other yards foremen will be paid thirty-two cents (32 cts.) per hour, and helpers twenty-nine cents (29 cts.) per hour.

Sec. 2. Any fraction over thirty minutes to constitute one hour (except in Chicago, where actual time is to be paid for overtime).

APPROVED:

E. A. HANDY,
General Manager.

J. J. BERNET,
General Superintendent.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.455

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Berklimer, Remsen and Old Forge.	Conductor.....	\$100 00	4,500	.0222
	Baggageman....	61 00	4,500	.0135 5-9
	Trainman.....	61 00	4,500	.0135 5-9
Berklimer, Remsen and Poland, winter.....	Conductor.....	91 66	4,500	.0204
	Baggageman....	61 00	4,500	.0135 5-9
	Trainman.....	61 00	4,500	.0135 5-9

All train baggagemen and passenger trainmen called for extra passenger service and used on the M. & M. road and St. L. & A. shall, when such service does not exceed 220 miles be paid for 220 miles, at one cent per mile.

St. L. & A. R. R.

Passenger conductors.....	\$91.66	} Extra for Sunday work.
“ trainmen.....	54.00	

Hudson Division.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Troy, Albany and New York.....	Conductor.....	\$120 00	6,000	.02
	Baggageman....	66 00	6,000	.011
	Rr. Trainman...	66 00	6,000	.011
	Fd. Trainman...	64 35	6,000	.01072 1-2
Poughkeepsie and Albany, Pough- keepsie and New York.....	Conductor.....	107 50	4,000	.02683-4
	Baggageman....	57 00	4,000	.014 1-4
	Trainman.....	57 00	4,000	.014 1-4
New York, Yonkers, Croton and Peekskill.....	Conductor.....	107 50	4,500	.0238 8-9
	Asst. Conductors.	76 00	5,000	.015 1-5
	Trainmen.....	66 00	4,500	.0146 2-3

Crews on Yonkers, Croton and Peekskill trains will be allowed every other Sunday off when circumstances will permit, otherwise two days off per month.

155th Street and Yonkers.....	Conductor.....	\$97 50	.....	.....
	Trainmen.....	57 00	.....	.....

Will be allowed one day off per month.

155th Street, Brewster, Yorktown and Pocantico Hills.....	Conductor.....	\$93 50	.....	.....
	Trainmen.....	57 00	.....	.....

Will be allowed one day off per week.

155th Street and Brewster.....	Baggagemen....	\$33 00	.....	.....
	Conductor.....	91 66	4,000	.0229
30th Street and Spuyten Duyvil...	Trainmen.....	55 00	4,000	.01375
	Milk Messenger..	55 00	.....	.....

Harlem Division.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
New York, Chatham, Pittsfield and North Adams.....	Conductor.....	\$120 00	6,000	.02
	Baggageman....	68 00	6,000	.0113 1-3
	Trainmen.....	68 00	6,000	.0113 1-3

III.454 NEW YORK STATE DEPARTMENT OF LABOR.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Buffalo Belt Line, with Falls				
Branch trip.....	Conductor.....	\$112 50	5,500	.02045
	Baggageman....	60 00	5,500	.0109
	Trainmen.....	60 00	5,500	.0109
Chenango Branch, Earlville Crew..	Conductor.....	102 50	4,000	.0256 1-4
	Baggageman....	61 50	4,000	.01537 1-2
	Trainman.....	61 50	4,000	.01537 1-2
Chenango Branch, Syracuse Crew..	Conductor.....	92 50	4,000	.0231 1-4
	Baggageman....	54 00	4,000	.0135
	Trainman.....	54 00	4,000	.0135
Batavia and Attica.....	Conductor.....	91 66	3,000	.03055 1-3
	Trainmen.....	60 00	3,000	.02
<i>Mohawk Division.</i>				
Albany and Oneida.....	Conductor.....	\$142 50	7,564	.018839
	Baggageman....	73 85	7,564	.00976
	Rr. Trainman... .	79 40	7,564	.010497
	Fd. Trainman... .	73 85	7,564	.00976
	Milk Trainman..	79 40	7,564	.010497
Utica and Montreal.....	Conductor.....	115 00	6,500	.01769
(Trains 651-650.)	Baggagemen....	66 00	6,500	.01015
	Trainmen.....	66 00	6,500	.01015
(Trains 655-654).....	Conductor.....	132 50	7,500	.0176 2-3
	Baggagemen....	77 00	7,500	.0102 2-3
	Trainmen.....	77 00	7,500	.0102 2-3
Syracuse and Albany (Main Line).	Conductor.....	120 00	6,000	.02
	Baggageman....	66 00	6,000	.011
	Rr. Trainman... .	66.00	6,000	.011
	Fd. Trainman... .	64 35	6,000	.01072 1-2
Albany and Troy Belt Line.....	Conductor.....	120 00	4,500	.02 2-3
	Baggageman....	64 00	4,500	.01422
	Trainman.....	64 00	4,500	.01422
Troy and Schenectady; Troy, Schenectady and Rensselaer....	Conductor.....	105 00	4,500	.02 1-3
	Baggageman....	63 00	4,500	.0117 7-9
	Trainman.....	63 00	4,500	.0117 7-9
Albany and Syracuse, W. S. trains 9 and 18.....	Conductor.....	\$120 00	5,500	.0218
	Baggageman....	71 00	5,500	.0129
	Rr. Trainman... .	65 50	5,500	.0119
	Fd. Trainman... .	71 00	5,500	.0129
Utica and Ravena.....	Conductor.....	107 50	6,500	.01654
	Baggageman....	61 50	6,500	.00946
	Trainman.....	57 00	6,500	.008769
Canajoharie and Syracuse.....	Conductor.....	107 50	6,500	.01654
	Baggageman....	59 00	6,500	.009076
	Trainman.....	57 00	6,500	.00876
Albany and Utica.....	Conductor.....	107 50	6,000	.0179
	Rr. Trainman... .	62 50	6,000	.0104 1-6
	Fd. Trainman... .	62 50	6,000	.0104 1-6
Syracuse and Utica.....	Conductor.....	100 00	5,000	.02
	Baggageman....	59 00	5,000	.0118
	Trainmen.....	59 00	5,000	.0118
Utica and Malone Junction.....	Conductor.....	100 00	4,500	.0222
	Baggageman....	61 00	4,500	.0135 5-9
	Trainmen.....	61 00	4,500	.0135 5-9
Saranac Branch.....	Conductor.....	107 50	3,000	.0358 1-3
	Baggageman....	70 00	3,000	.023 1-3
	Trainman.....	70 00	3,000	.023 1-3

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.455

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Herkimer, Remsen and Old Forge.	Conductor.....	\$100 00	4,500	.0222
	Baggageman....	61 00	4,500	.0135 5-9
	Trainman.....	61 00	4,500	.0135 5-9
Herkimer, Remsen and Poland, winter.....	Conductor.....	91 66	4,500	.0204
	Baggageman....	61 00	4,500	.0135 5-9
	Trainman.....	61 00	4,500	.0135 5-9

All train baggagemen and passenger trainmen called for extra passenger service and used on the M. & M. road and St. L. & A. shall, when such service does not exceed 220 miles be paid for 220 miles, at one cent per mile.

St. L. & A. R. R.

Passenger conductors.....	\$91.66	} Extra for Sunday work.
“ trainmen.....	54.00	

Hudson Division.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Troy, Albany and New York.....	Conductor.....	\$120 00	6,000	.02
	Baggageman....	66 00	6,000	.011
	Rr. Trainman...	66 00	6,000	.011
	Fd. Trainman...	64 35	6,000	.01072 1-2
Poughkeepsie and Albany, Pough- keepsie and New York.....	Conductor.....	107 50	4,000	.02683-4
	Baggageman....	57 00	4,000	.014 1-4
	Trainman.....	57 00	4,000	.014 1-4
New York, Yonkers, Croton and Peekskill.....	Conductor.....	107 50	4,500	.0238 8-9
	Asst. Conductors.	76 00	5,000	.015 1-5
	Trainmen.....	66 00	4,500	.0146 2-3

Crews on Yonkers, Croton and Peekskill trains will be allowed every other Sunday off when circumstances will permit, otherwise two days off per month.

155th Street and Yonkers.....	Conductor.....	\$97 50	.....	.....
	Trainmen.....	57 00	.....	.....

Will be allowed one day off per month.

155th Street, Brewster, Yorktown and Pocantico Hills.....	Conductor.....	\$93 50	.....	.....
	Trainmen.....	57 00	.....	.....

Will be allowed one day off per week.

155th Street and Brewster.....	Baggagemen....	\$33 00	.....	.....
	Conductor.....	91 66	4,000	.0229
30th Street and Spuyten Duyvil...	Trainmen.....	55 00	4,000	.01375
	Milk Messenger..	55 00	.....	.....

Harlem Division.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
New York, Chatham, Pittsfield and North Adams.....	Conductor.....	\$120 00	6,000	.02
	Baggageman....	68 00	6,000	.0113 1-3
	Trainmen	68 00	6,000	.0113 1-3

III.456 NEW YORK STATE DEPARTMENT OF LABOR.

	Position.	Amount per month.	Maximum miles.	Rate per mile.
New York and Pawling.....	Conductor.....	107 50	4,000	.0268 3-4
	Baggageman....	60 00	5,000	.012
	Trainmen.....	60 00	5,000	.012
New York, Pawling and White Plains..... (No Sunday work.)	Conductor.....	\$107 50	5,000	.0215
	Baggageman....	62 50	5,000	.0125
	Trainmen.....	62 50	5,000	.0125
New York, White Plains, Mt. Kisco, Brewster, Golden's Bridge and Lake Mahopac.....	Conductor.....	107 50	4,500	.0238 8-9
	Asst. Conductor.	76 00	4,500	.0168 8-9
	Trainmen.....	66 00	4,500	.0146 2-3

Crews running between New York, White Plains, Mt. Kisco, Brewster, Golden's Bridge and Lake Mahopac will be allowed every other Sunday off when circumstances will permit, otherwise two days off per month.

Mahopac Branch.....	Conductor.....	\$91 66	4,000	.0229
	Baggageman....	56 00	4,000	.014
	Trainman.....	56 00	4,000	.014

Baggagemen on trains 4 and 17, also men on New York, Pawling and White Plains runs who act as assistant conductors shall receive \$5 additional per month.

River Division.

Weehawken and Albany..... (Trains 14-7, 8-13.)	Conductor.....	\$120 00	6,000	.02
	Baggageman....	67 50	6,000	.0112 1-3
	Trainmen.....	65 00	6,000	.010 5-6
Kingston and Weehawken..... (Local.)	Conductor.....	117 50	5,500	.02136
	Baggageman....	65 00	6,000	.010 5-6
	Trainmen.....	65 00	6,000	.010 5-6

Two days off per month.

Weehawken and Newburgh..... (Group run.)	Conductor.....	115 00	5,500	.0209 1-11
	Baggageman....	62 00	5,500	.0112 8-11
	Trainmen.....	62 00	5,500	.0112 8-11
Kingston and Weehawken..... (Through.)	Conductor.....	110 00	5,500	.02
	Baggageman....	62 50	5,500	.0113 7-11
	Trainmen.....	60 00	5,500	.0109 1-11
Albany and Kingston.....	Ex-Baggageman or Trainman..	60 00	4,500	.0133

Weehawken and West Haver- straw; Weehawken, West Hav- straw and Newburgh.....	Conductor.....	\$110 00	5,500	.02
	Baggageman....	64 00	5,000	.0128
	Trainmen.....	64 00	5,000	.0128

Weehawken and West Haverstraw runs, two days off per month for conductor.

Weehawken and Albany.....	Conductor.....	\$110 00	5,500	.02
	Baggageman....	62 50	5,000	.0125
	Trainmen.....	60 00	5,000	.012
Albany Branch.....	Conductor.....	100 00	3,500	.0285 5-7
	Baggageman....	60 00	3,500	.0171 3-7
	Trainman.....	60 00	3,500	.0171 3-7

One day off per month for conductor, baggageman and trainman.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.457

Weehawken, Jersey City and New-
burgh. One round trip to New-
burgh; 2 round trips to Jersey
City.....

Conductor.....	\$107 50	3,500	.0307 1-7
Baggageman....	62 00	3,500	.017 5-7
Trainman.....	62 00	3,500	.017 5-7
Kingston and Albany.....	Conductor.....	100 00	3,500 .0285 5-7
	Baggageman....	60 00	3,500 .0171 3-7
	Trainmen.....	60 00	3,500 .0171 3-7

One day off per month for conductor, baggageman and trainman.

Weehawken and Kingston.....	Conductor.....	\$110 00	5,500	.02
(Milk train.)	Trainmen.....	60 00	5,500	.0109 1-11

One day off per month.

Train 53 and Haverstraw Pusher..	Conductor.....	\$3 55 per day, 10 hours.		
	Trainman.....	2 70 per day, 10 hours.		
Wallkill Valley.....	Conductor.....	100 00	5,000	.02
	Baggageman....	62 00	5,000	.0124
	Trainmen.....	62 00	5,000	.0124
Dumont Local.....	Conductor....	3 55 per day, 10 hours.		
	Trainmen.....	2 70 per day, 10 hours.		

	Position.	Amount per month.	Maximum miles.	Rate per mile.
Weehawken and Jersey City.....	Conductor.....	\$3 70 per day.		
Twelve-hour day, one-quarter	Baggageman....	62 00	3,500	.017 5-7
day for extra trip of 2 hours.	Trainman.....	60 00	3,500	.0171 3-7

One-quarter day will be allowed for protecting train 6 at Albany. If held over three hours, actual time held will be allowed.

Train 4, Albany branch, and dead-head, one-quarter day will be allowed.

Passenger crews deadheading on passenger trains between Weehawken and Newburgh shall be allowed one-quarter day; between Weehawken and West Haverstraw, one-quarter day; between Weehawken and Ravena, one-half day; between Weehawken and Albany, one-half day; between Weehawken and Kingston, one-third day.

Pennsylvania Division.

	Conduc- tor.	Baggage- man.	Train- man.
Corning and Lyons	\$100 00	\$37 50	\$60 00
Corning and Williamsport	102 50	37 50	65 00
Williamsport and Patton	102 50	37 50	65 00
Lyons and Williamsport .....	.....	65 00	.....
Cowanesque Valley ...	100 00	35 00	60 00
Penn Yan branch	91 66	30 00	55 00
			Thro.
Wellsboro, Philipsburg, and Morris Run....	91 66	.....	frt. rate.
Wellsboro . . . . .	.....	30 00	.....
Philipsburg . . . . .	.....	.....	55 00
Possum Glory and Clearfield	100 00	.....	57 00

Extra pay for Sunday work.

III.458 NEW YORK STATE DEPARTMENT OF LABOR.

R., W. & O. Division.

Compensation for services performed in passenger and milk train service will be as follows:

Conductor . . . . .	.019	per mile, 200 miles or less
Baggageman . . . . .	.01075	per mile, 200 miles or less
Trainmen . . . . .	.01045	per mile, 200 miles or less
Trainmen on milk trains . . . . .	.011	per mile, 200 miles or less

Except as indicated below.

	Conduc- tor. .019 miles.	Baggage- man. .01075 miles.	Train- men. .01045 miles.
Buffalo and Rochester	228	\$30 00	245
Buffalo, Rochester and Lyndonville	200	30 00	200
Waterport and Buffalo . . . . .	...	35 00	...
Rochester and Niagara Falls . . . . .	...	30 00	...
Oswego and Rochester . . . . .	...	30 00	...
Waterport and Rochester, and local work on Charlotte branch, Western division	200	200	200
Rochester and Richland	235	\$30 00	235
Oswego and Rochester . . . . .	...	30 00	...
Oswego and Richland . . . . .	...	30 00	...
Oswego and Syracuse, Phoenix line	220	30 00	220
Oswego and Utica . . . . .	...	30 00	...
Massena Springs and Syracuse (220 miles single)	440	440	440
Utica and Massena Springs (via Rome)	440	440	440
Utica and Massena Springs (via Rome) re- turning via Ogdensburg	475	475	475
Gouverneur and Edwards, overtime after twelve hours and thirty minutes	200	\$15 00	{ 90 F 40 P
Syracuse and Clayton	222	222	
Utica and Clayton (via Watertown), round trip	234	234	234
Utica and Clayton (via Carthage)	217	217	217
Utica and Ogdensburg, round trip	325	325	325
Utica to Clayton and two trips to Phila- delphia	215	215	215
Watertown to Utica and return, via Carthage	215	215	215
C. & A. run (212-mile trip)	250	250	250
Watertown to Syracuse and return to Richland	200 P	200 P	200 P
Freight Richland to Watertown	32 F	32 F	32 F
Watertown to Massena Springs	100 P	100 P	100 P
Massena Springs to Watertown	88 F	88 F	88 F
(Overtime after eight hours and thirty minutes on freight trip.)			
Wallington and Oswego	200 P	100 F	100 F
(Overtime after seven hours and thirty minutes on freight trip.)			

Baggagemen paid flat rate per month are joint men with American Ex-press Company.

Milk Trains.

	Conduc- tor. .019 miles.	Baggage- man. .01075 miles.	Train men. .01045 miles.
Utica and Carthage (via Remsen) and icing at Carthage	220	220	220
Utica and Carthage (via Rome) and icing at Carthage	220	220	220
Ogdensburg to Herkimer (via Remsen) and icing at Carthage	220	220	220
Massena Springs and Philadelphia	220	220	220

THROUGH FREIGHT SERVICE.

Hudson, Mohawk and Western Division.

Slow freight, conductors . . . . .	.03	per mile, actual mileage
Slow freight, brakemen . . . . .	.0215	per mile, actual mileage
Fast freight, conductors . . . . .	.029	per mile, actual mileage
Fast freight, brakemen . . . . .	.0205	per mile, actual mileage

Trains having high-class business, merchandise, stock and beef, or that require preferred movement, are considered fast freights.

FREIGHT SERVICE.

One hundred miles or less to be considered one hundred miles. All over one hundred miles to be paid pro rata.

Western Division.

Conductors of local pick-up and drop trains shall receive \$3.55 per day, .0355 per mile; brakemen, \$2.50 per day, .025 per mile.

Crews running between Suspension Bridge, East Buffalo, West Seneca and Lyons will be paid slow freight rates.

Freight crews between West Seneca and East Buffalo, via Seneca street, shall receive one-quarter day; East Buffalo and Suspension Bridge, one-quarter day; De Witt to Solvay and return, one-quarter day, at local freight pay.

Crew of train DS 1 to receive slow freight pay when they do slow freight work.

Crew of train BD 2 to receive slow freight pay.

Crews running between DeWitt and Corning will be paid Pennsylvania division rates.

Crews running between DeWitt and Syracuse, DeWitt and Auburn, Lyons and Auburn via Geneva, Newark and Maplewood, East Rochester and Canandaigua, East Rochester and Charlotte, East Rochester and Fairport, East Buffalo and Oakfield, East Buffalo and Suspension Bridge, Depew special, will be considered local pick-up and drop trains. Brakemen on pusher engines will receive \$2.31 per day for ten hours.

All work trains (including ballast and filling service): conductors, .035 per mile; brakemen, .025 per mile.

III.462 NEW YORK STATE DEPARTMENT OF LABOR.

Oswego to Watertown and return	200
Oswego to Wallington and return	100
Oswego to Utica and return	200
Oswego to Sterling and return, same trip with trip to Wallington.....	25
Oswego to Wallington and return, two trips.....	150
Oswego to Sterling, then to Richland and return.....	125
Charlotte to Suspension Bridge and return.....	200
Syracuse to Watertown and return	200
Syracuse to Watertown and return to Oswego.....	200
Oswego to Syracuse, via Phoenix line, and return via Richland.....	110
Oswego to Waterport and return	206
Norwood to shops	150
Norwood to Salina	150
Norwood to Watertown and return	200
Norwood to Utica	175
Ogdensburg to Utica, via De Kalb Junction and Rome.....	157
Watertown to De Kalb Junction and return	125
Watertown to Ogdensburg and return	150
Watertown to Utica and return	200
Ogdensburg to Carthage and return, via Carthage district.....	150
Ogdensburg to Philadelphia and return, via Carthage district.....	100
Carthage to Remsen and return	125
Norwood to Philadelphia and return	125

Crews working with the Dexter, Massena Springs, Gouverneur and Potsdam engines to be paid local freight rates.

Yard Rates.

Albany freight yard, West Albany, DeWitt:

	Night.	Day.
Conductors	\$0 35	\$0 33
Brakemen	32	30

East Rochester, Rochester, Albany passenger yard, Suspension Bridge, Niagara Falls and Syracuse:

	Night.	Day.
Conductors	\$0 34	\$0 32
Brakemen	31	29

Ravena, Utica, Lyons, Tonawanda, Oswego, Watertown, Corning, Newberry Junction, Jersey Shore, Avis and Clearfield:

	Night.	Day.
Conductors	\$0 33	\$0 31
Brakeman	30	28

Hudson River Bridges, High Bridge, Kingston, Rensselaer, Troy, Schenectady and Newark:

	Night.	Day.
Conductors	\$0 32	\$0 30
Brakemen	29	27

Poughkeepsie, Auburn, Geneva, Canandaigua, Batavia, Lockport, Charlotte, Richland, Carthage, Ogdensburg, Norwood, Hoffmans, Amsterdam, Fonda, St. Johnsville, Herkimer, Rome, Oneida, Frankfort, Newburg, Hudson, Tupper Lake Junction, Malone Junction, Clayton and Little Falls:

	Night.	Day.
Conductors	\$0 28	\$0 27
Brakemen	26	25

All yards, ten-hour basis.

GENERAL RULES AND OVERTIME ARRANGEMENT.

A day's run to be one hundred miles or less. All over one hundred miles to be paid pro rata.

Overtime will be paid on basis of ten miles per hour, time to commence thirty minutes prior to time called for, providing conductors, brakemen and flagmen are on hand at that time, and continue until relieved; all under thirty minutes to be given to the company, thirty-one minutes or more to count a full hour.

Overtime in work train, ballast and filling service will be paid after ten hours pro rata; time to commence when men are required to be on hand to take charge of their trains, providing they are on hand at that time, and continue until relieved.

Conductors and brakemen on extra snow-plow and flanger work are to be paid slow freight pay except on the R., W. & O. division, where they will be paid through freight rates, and on the M. & M. road local freight rates.

If a passenger conductor, assistant conductor, train baggageman or passenger trainman covers his schedule, whether it amounts to the maximum number of miles or not, he is to be paid for a full month, and if the schedule calls for more than the maximum number of miles, he is to be paid for the additional miles at the rate per mile given. This does not include through passenger crews, these crews being paid a flat rate per month.

GENERAL RULES.

1. Passenger crews called or held at terminals to make an extra trip will be allowed 100 miles if less than six hours, and one day if in excess of six hours or over 100 miles.

2. In excursion and extra passenger service conductors will be allowed 185 miles at 2 cents per mile as a day's pay for twelve hours; assistant conductors, train baggagemen and passenger trainmen, 220 miles at 1 cent; over twelve hours, 20 miles per hour will be allowed.

Trainmen used in State Fair service will be paid 25 cents per hour; this to cover any extra service on account of State Fair business except excursion trains, which will be paid for at excursion rates.

3. All regular extra passenger conductors held for extra service shall be paid \$3.70 per day (185 miles at 2 cents per mile).

All regular extra passenger trainmen held for extra service shall be paid \$2.20 per day (220 miles at 1 cent per mile).

If held for service six hours or less and then assigned, they will be paid one-half day as regular extra conductor or trainman; if held over six hours, they will be paid for actual hours held and proper mileage for time on road,

III.464 NEW YORK STATE DEPARTMENT OF LABOR.

except that when mileage does not equal 185 miles for conductor and 220 for trainmen for entire day's work, including time held for service, they will be paid one day's pay.

4. Passenger conductors, assistant conductors, train baggagemen and passenger trainmen deadheading on extra work will be allowed half time; that is, they will be allowed one-half the amount they would receive for running the train.

5. All trips off for through passenger crews will be bulletined as early each month as possible.

6. Passenger trainmen on through passenger runs between New York and Buffalo will be given the same trips off; with pay, that the conductors receive.

7. Promotion in train service shall be from the oldest eligible freight conductor to extra passenger conductor, and from extra passenger conductor to passenger conductor, excepting in the districts of suburban travel where there may be an insufficient supply of freight conductors to select from, for which service the superintendents may promote from the oldest eligible train baggageman, passenger trainmen or freight brakemen to assistant passenger conductors, from assistant passenger conductors to extra passenger conductors, and from extra passenger conductors to passenger conductors when they are able to pass proper examinations and are otherwise qualified, but so far as possible it is desirable to promote men to passenger conductors from freight conductors. After a man has been appointed a passenger conductor it shall be probationary for one year, and his continuance as such after that time shall depend wholly upon his efficiency, courteousness and appearance.

8. The line of promotion, except on the Pennsylvania division, shall be from freight brakeman to freight conductor. Time in passenger service shall equal time in freight service, and vice versa; but no passenger trainman, train baggageman or assistant passenger conductor shall be promoted to the position of freight conductor unless he has served ten months as freight brakeman on the division on which he is to be promoted, three months of which time must have been served immediately prior to such promotion, and he is otherwise qualified.

On the Pennsylvania division the line of promotion shall be from freight brakeman to passenger trainman, from passenger trainman or freight brakeman to freight flagman, and from freight flagman to freight conductor.

So far as practicable freight brakemen will be given preference in the appointment of passenger trainmen.

9. When conductors on the main line and River division do not make 3,000 miles in extra service, or twenty-six days on the M. & M. and R., W. & O. divisions, for two consecutive months, they will be reduced according to seniority and hold their rank as brakemen. When conductors on the Pennsylvania division do not make twenty-six days in extra service for thirty consecutive days, they will be reduced similarly.

When freight brakemen or flagmen on the main line and River division do not make 3,000 miles in extra freight service, or twenty-six days on the M. & M., R., W. & O. and Pennsylvania divisions per month for one month, the number in service is to be reduced and according to seniority; men reduced under this rule will retain their rights and seniority. This does not apply to men discharged.

10. Passenger or freight conductors, assistant conductors, train baggage-men, passenger trainmen, freight brakemen or flagmen or yardmen discharged from service of the company will forfeit their seniority unless reinstated within one year. Men leaving the service of the company of their own accord will forfeit their seniority.

11. When freight conductors, freight brakemen or flagmen are required to double any portion of the road, they will be paid actual miles for same. All "doubles" to be considered in estimating overtime.

12. Freight conductors, brakemen or flagmen called for service and not used will be allowed one-half day's pay and stand first out; if held over five hours they shall be paid one day's pay and stand last out; rate of pay to be based on service for which they are called.

13. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur; bidding will close in not more than ten days after the run is posted. The oldest candidate bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for vacancies will not effect seniority. After time has expired on runs which have been up for bids the names of those assigned to the runs shall be posted promptly. Trainmen called for examination for promotion to position of conductor shall be entitled to three trials not more than two months apart.

When conductors are required for passenger service the notice will be posted on proper bulletin boards.

When additional freight conductors are required notice will be posted on proper bulletin boards, promotion to be given to the oldest bidder, all things being equal, and providing he is able to pass the required examination.

14. When freight and passenger service are performed on any day the rate of pay allowed will be that for which the greater number of hours' service is performed. If the greater number of hours' service is passenger, it will be passenger pay, and if the greater number of hours' service is freight, it will be freight pay, excepting the special cases which we have under our present practice, and which will be mentioned in detail.

15. Temporary vacancies of thirty days or more will be filled by the oldest passenger or freight conductors desiring them, all things being equal.

Temporary vacancies of fifteen to thirty days will be filled by the oldest extra train baggageman, passenger trainman, freight brakeman, flagman or yardman desiring them, all things being equal. Temporary vacancies of over thirty days are to be posted conditionally:

1st. That when the original holder of the run returns or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he will return to the run he originally held, and so to the end of the list, each man going to the run he originally held.

2d. When it is known that the original holder of the run is permanently out of the service, the run will again be advertised.

16. Passenger and freight conductors displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service.

III.466 NEW YORK STATE DEPARTMENT OF LABOR.

Assistant conductors, train baggagemen, passenger trainmen, freight brakemen, flagmen and yardmen displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service. Summer runs are not to be considered regular or permanent runs. Assistant conductors, train baggagemen, passenger trainmen, freight brakemen, flagmen and yardmen bidding in summer runs may go back on runs they formerly held if they have not been bid in by older men, but they cannot displace men on any other runs in the event of their former runs being bid in by older men. They will go on extra list until such time as they can bid in another run. When a run remains on for six months it shall be considered a regular run and so advertised.

A man is considered displaced, first, when he is removed to make way for an older man; second, when his run is taken off; third, when home terminal changes.

17. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen shall not be disciplined without proper investigation being made, but they may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, be allowed to choose some other passenger or freight conductor, assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman, yardman or local chairman in good standing to represent them on boards of investigation, and may be present and hear all evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of men who have suffered suspension and been found blameless will remain as previous thereto and they will be paid for lost time. Men will be notified of cause and length of suspension.

18. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen will not be required to perform service without sufficient rest, but in no case will more than twelve hours be allowed when their services are required. Freight men will not be deprived of their cabooses during that time except in case of emergency.

19. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen will be advised in writing when time is not allowed as per time slip, and reasons stated.

20. Freight conductors, brakemen and flagmen running over the road light with one engine and caboose are to be allowed full mileage; when more than one crew is sent in one train the first out will have charge of the train and receive full mileage. Deadhead conductors, brakemen and flagmen will be allowed half time and stand first out in regular order on arrival ahead of crew running the train. Conductors, brakemen and flagmen deadheading on freight trains are to receive full mileage and half time for deadheading on passenger trains.

21. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen promoted to official positions will retain their seniority.

22. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen leaving train or yard service to go to clerical positions will lose their rights in

train or yard service except when filling temporary positions or in case of sickness or accident.

23. Passenger conductors, assistant conductors, train baggagemen and passenger trainmen will be required to report for duty thirty minutes before leaving time, and if required to be on duty before that time they shall be paid extra compensation.

24. The rights of passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight and flagmen will be confined to their respective divisions or districts in accordance with present practice unless otherwise agreed.

25. When passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are transferred to another division or district they will rank in seniority as new men.

26. Road men will have no seniority rights in yards nor yard men on the road.

27. Freight brakemen or flagmen required to remain on duty on arrival at terminal longer than other members of the train crew will be allowed continuous time for time so held, and conductors will render time slips accordingly.

28. Road crews will not be required to coal engines except in case of emergency.

29. Freight conductors and brakemen deadheading from one terminal to another and cut out at intermediate point for other service will be allowed 100 miles for deadheading to such intermediate point, and if held there more than ten hours will be allowed 100 miles therefor at slow freight rate.

30. When practicable passenger trainmen will not be required to cut or couple hose or shift trains at terminals where shifting crews or car inspectors are located.

31. When regular assistant conductors, train baggagemen, passenger trainmen, freight brakemen or flagmen are required to tend switches or crossings, or do any other work outside of their regularly assigned work, they shall receive their regular rates of pay, except that when they are employed in yard service they will be paid yard pay.

32. When assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are used as pilots they will receive pay at the rate conductor would receive for running such train.

33. If passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are required to change their runs, and by the change compelled to move, their families will be provided with free transportation and their household goods moved at a nominal charge on application to the proper official.

34. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen summoned as witnesses for the company in the courts, or similar service, shall receive their stated rates of pay while in attendance.

35. Where practicable, caboose tracks will be provided at terminal points, and no unnecessary switching will be done with cabooses.

36. When practicable, freight conductors, brakemen and flagmen running in "rounds" will not be required to turn more than once at an intermediate station when such turn will take the men away from the terminal where they reside.

III.468 NEW YORK STATE DEPARTMENT OF LABOR.

37. Unless otherwise arranged, conductors, brakemen and flagmen in through freight service, not assigned, will run first in, first out. Crews on local and pick-up runs will not be required to work Sunday in through freight service when "rounds" crews are available.

38. Freight conductors, brakemen and flagmen shall be required to live within a reasonable calling limit, and when they reside within one mile of the yard, will be called not to exceed two hours before time called for. Men on regular runs leaving between 7 A. M. and 10 P. M. will not be called. This will also apply to passenger trainmen and train baggagemen at terminals where callers are located.

39. Any conductor making a complaint against an assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman or yardman, or *vice versa*, to superintendent or trainmaster, which may result in discipline, will make same in writing (unless taken down by a stenographer) and over his signature.

40. On trains running over more than one division or district, each division or district will furnish its proportion of crews where practicable.

41. All freight crews and extra freight men shall be bulletined at all main terminals so as to give them information as to how they stand on their next run out.

42. Superintendents will give to all passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen and yardmen opportunity to ascertain their age and rank in service. A list shall be placed at the principal terminals, giving age in service, and shall be renewed once each year.

43. Where practicable, yardmen will not be required to do road work when road crews are available, nor will road men be required to do yard work when yardmen are available.

44. Work train crews will be allowed pay when held on duty Sundays and holidays and will not be required to operate snow plows or flangers except in case of emergency.

45. All engines regularly assigned to local and pick-up service will be equipped with foot boards.

46. No passenger or freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen or flagmen shall be allowed to exchange runs permanently with one another.

47. Any conductor giving up his rights of his own accord to go back braking shall lose his rights as conductor.

48. After July 1, 1905, no question of rights will be entertained if of more than two years' standing.

49. Assistant conductors, train baggagemen, passenger trainmen, freight brakemen, flag and yardmen may have thirty days lay off on receipt of permission from the proper officers, without a written leave of absence, but if more than thirty days and less than ninety days to have a written leave of absence from the division superintendent. If over ninety days, time absent to be deducted from seniority list. This not to apply in case of sickness, disability or while engaged in committee work, or special duty for the company.

50. When a run is restored after having been off over sixty days, it should be advertised the same as a new run; if restored within sixty days, man

who held the run when it was taken off, must go back upon it, unless he has regularly bid in another run.

51. Conductors absent by permission from proper authority or on account of sickness, will have right to displace younger conductors from runs in their line of service if such runs have been bid in during their absence, providing application is made within five days after their return to duty, the holder of such run to take run formerly held by him.

52. When new territory is added to a division, or when conductors are ordered to learn other portions of their road they are to be paid proper compensation; the superintendent to be the judge as to the length of time necessary to be allowed.

It is to be understood that this is not to apply when a conductor bids in a run in such territory as he is not familiar with. This is also not to apply to men promoted.

53. A conductor's record in advanced class will date from time of such promotion. Seniority will prevail in each class of service, all things being equal, viz.: Freight service, passenger service.

GENERAL YARD RULES.

1. The general rules will govern yardmen where they apply.

2. Promotion and rights to preferred engines shall be according to seniority and ability; the line of promotion to be from night to day positions.

The line of promotion on the Pennsylvania division shall be from yard brakemen to yard conductor, according to seniority.

3. Crews working one-half day shift and one-half night shift shall receive night pay, and one hour for meals will be allowed between the hours of 5.30 P. M. and 7.30 P. M. and 5.30 A. M. and 7.30 A. M.

4. One hour for meals will be allowed between the hours of 11.30 A. M. and 2 P. M., and 11.30 P. M. and 2 A. M., and if necessary to work during the time specified, twenty-five minutes will be allowed for the meal and one hour additional pay.

5. Yardmen will not have right outside their respective yards except when yards are abolished, or a reduction made in the force. Men so affected will have their choice of being placed as the senior men on the extra list in road service or in other yards on their division or district, according to seniority.

6. When regular yardmen are required to tend switches or crossings, or do any work outside their regularly assigned duties, they shall receive their regular yard pay.

7. When yardmen are called for service and do not work they shall receive their respective rates per hour for the time held, with a minimum allowance of one-half day.

8. All yard conductors will be furnished with time slips, and turn in time for their crews.

9. General yardmasters will notify in writing or in person all persons interested when time is not allowed as per time slips, giving reasons for same.

10. Switchtenders leaving their positions to accept positions as brakemen shall in all cases take the bottom of the extra list and begin as new men.

11. In yards where extra switchtenders are not employed, extra yardmen will be given preference in filling temporary vacancies as switchtenders at switchtender's pay.

III.470 NEW YORK STATE DEPARTMENT OF LABOR.

12. It is not desired that engines be used any unreasonable time in switch service when they are not properly equipped with foot boards and grab irons.

13. Yardmen working on ten-hour basis shall receive minimum allowance of five hours, and for five hours or more, one day or ten hours will be allowed.

14. All vacancies on yard engines to be advertised five days, the oldest man bidding to be assigned, all things being equal.

15. In all yards the man in charge of the engine will be classed as conductor and receive conductor's pay.

NEW YORK HARBOR RATE AND RULES.

The following rates of pay for yard conductors and yard brakemen in the New York and Weehawken territory, including 65th street, 33d street, Port Morris, Mott Haven, Granton, Jersey Junction and Weehawken and including New York dummy brakemen, and arrangement for handling same, will be effective as of December 1, 1906.

(Ten-hour basis.)

Night conductors	36 cents per hour
Day conductors	34 cents per hour
Night brakemen	33 cents per hour
Day brakemen	31 cents per hour

1. The general rules will govern yardmen where they apply.

2. Promotion and right to preferred engines shall be according to seniority and ability; the line of promotion to be from night to day positions.

3. Crews working one-half day shift and one-half night shift shall receive night pay.

4. One hour for meals will be allowed between the hours of 11.30 A. M. and 2 P. M., and 11.30 P. M. and 2 A. M., and if necessary to work during the time specified, thirty minutes will be allowed for the meal and one hour additional pay.

5. Yardmen will not have rights outside of their respective yards except when yards are abolished, or a reduction made in the force. Men so affected will have their choice of being placed as the senior men on the extra list in road service or in other yards on their division or district, according to seniority.

6. When regular yardmen are required to tend switches or crossings, or do any work outside of their regularly assigned duties, they shall receive their regular yard pay.

7. Ten hours to constitute a day's work. When regular yardmen report for service they will be allowed one day; when extra yardmen are called for service they will be allowed one-half day for five hours or less, and for more than five hours and less than ten hours, one day.

8. All yard conductors will be furnished with time slips, and turn in time for their crews.

9. General yardmasters will notify in writing or in person all persons interested when time is not allowed as per time slips, giving reasons for same.

10. Switch tenders leaving their positions to accept position of brakeman shall in all cases take the bottom of the extra list and begin as new men.

11. In yards where extra switch tenders are not employed, extra yardmen will be given preference in filling temporary vacancies as switch tenders at switch tenders' pay.

12. It is not desired that engines be used any unreasonable time in switch service when they are not properly equipped with foot-boards and grab-irons.

Yours truly,

C. F. SMITH,
P. E. CROWLEY,
General Superintendents.

Approved:
J. P. BRADFELD,
Ass't General Manager.

CONDUCTORS, TRAINMEN, AND YARDMEN, NEW YORK, CHICAGO &
ST. LOUIS RAILROAD.

Rates of pay and rules for conductors, trainmen and yardmen.

[Effective March 1, 1907.]

PASSENGER RATES.

Runs.	Conduc- tors per trip.	Brake- men per trip.	Baggage- men per trip.	Overtime.
Buffalo to Bellevue, or reverse, 248 miles..	\$6 45	\$3 30	\$3 45	After 2
Bellevue to Chicago, or reverse, 275 miles.	6 85	3 50	3 85	hours
Cleveland Short runs.....	4 10	2 80	2 90	in excess of
Cleveland to Bellevue and return, 128				schedule
miles.....	4 10	2 80	2 90	time at
Bellevue to Fostoria and return, 64 miles.	3 15	2 10	2 25	same rate
Cleveland to Chicago, or reverse. 340				
miles.....	.....	.....	4 25	
Buffalo to Cleveland, or reverse, 184 miles.	4 85	2 65	2 75	

Chicago passenger transfer crews between Stony Island and La Salle St. station, foremen, thirty-seven cents per hour, helpers, thirty-four cents per hour.

Baggage masters on any train, after arrival at Buffalo passenger depot, if held on duty over thirty (30) minutes, will be allowed overtime at rate of fifty cents per hour, under the usual overtime rule.

THROUGH FREIGHT RATES.

Districts.	Conduc- tors per trip.	Brake- men per trip.	Overtime.
1st. Buffalo Jct. to Conneaut, or reverse, 114 miles.	\$3 65	\$2 45	Conductors
2nd. Conneaut to Bellevue, or reverse, 132 miles....	4 25	2 90	33 cents per
3rd. Beilevue to W. Ft. Wayne, or reverse, 124			hour.
miles.....	4 25	2 90	Brakemen
4th. W. Ft. Wayne to S. Island, or reverse, 140			23 cents per
miles.....	4 50	3 05	hour. After
			12 hours.

III.472 NEW YORK STATE DEPARTMENT OF LABOR.

PICK-UP RATES.

Districts.		Conduc- tors per trip.	Brake- men per trip.	Overtime.
1st.	Buffalo Jct. to Conneaut, or reverse, 114 miles.	\$4 00	\$2 70	Conductor ^s
2nd.	Conneaut to Bellevue, or reverse, 132 miles....	4 45	3 10	33 cents per
3rd.	Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	4 45	3 10	hour. Brakemen
4th.	W. Ft. Wayne to S. Island, or reverse, 140 miles.....	4 80	3 20	23 cents per hour. After 12 hours.

Pick-up rates will apply to any freight train running on a through freight schedule, which picks up or sets off at five or more stations.

Pick-up rates will not be allowed trainmen assigned to regular fast freight trains except where they are run as a regular dead freight pick-up train.

LOCAL FREIGHT RATES.

Runs.		Conduc- tors per trip.	Brake- men per trip.	Overtime.
1st.	Buffalo Jct. to Brocton, and return, 96 miles.	\$3 90	\$2 65	Conductors
1st.	Brocton to Conneaut, or reverse, 65 miles.....	3 90	2 65	38 cents per
2nd.	Cleveland to Conneaut, or reverse, 63 miles....	3 90	2 65	hour. Brakemen
2nd.	Cleveland to Bellevue, or reverse, 64 miles...	3 90	2 65	28 cents per
3rd.	Bellevue to Leipsic Jct., or reverse, 62 miles.	3 90	2 65	hour. After
3rd.	Leipsic Jct. to W. Ft. Wayne, or reverse, 62 miles.....	3 90	2 65	10 hours.
4th.	Ft. Wayne to Knox, or reverse, 80 miles.....	3 90	2 65	
4th.	Knox to Stony Island, or reverse, 61 miles...	3 90	2 65	

Local freight crews laying up at Brocton, Leipsic Junction and Knox will be paid for one hour before starting for extra work at those terminals.

Local freight trainmen used on Saturday night and Sunday will be paid regular local rate when going from and returning to their regular terminal.

WORK TRAIN RATES.

Runs.	Conduc- tors per day.	Brake- men per day.	Overtime.
All districts.....	\$3 70	\$2 65	Conductors 32c per hour; Brakemen 22c per hour. After 10 hours.

RELIEF TRAIN, SNOW PLOW OR LIGHT ENGINE RATES.

Through freight rates and overtime will apply.

BALLAST RATES.

Runs.	Conductors.	Brakemen.	Overtime.
100 miles or less.....	\$3 70	\$2 65	Conductors, 32c. per hour.
100 to 150 miles.....	4 00	2 75	Brakemen, 22c. per hour.
150 to 200 miles.....	5 00	3 50	After 12 hours.

EUCLID QUARRY RATES.

Runs.	Conductors, Brakemen, per day. per day.		Overtime.
Cleveland to Euclid quarries, switching, etc.....	\$3 90	\$2 65	Conductors, 38c. per hour; brakemen, 28c. per hour after 10 hours.

DEADHEAD RATES.

Trainmen deadheading under orders shall be paid the district rate for the service for which they are being deadheaded.

When combination service is performed on any trip, the higher rate will be allowed for entire trip.

Trainmen with pay train shall be paid district through freight rate.

YARD RATES.

	FOREMEN.		HELPERS.	
	Day, per hour.	Night, per hour.	Day, per hour.	Night, per hour.
Buffalo	34c.	36c.	31c.	33c.
Erie	32c.	.....	26c.	.....
Conneaut	34c.	35c.	30c.	32c.
Cleveland	34c.	36c.	31c.	33c.
Lorain	33c.	34c.	30c.	32c.
Bellevue	34c.	35c.	30c.	32c.
Fostoria	32c.	32c.	29c.	29c.
Ft. Wayne	34c.	35c.	30c.	32c.
Chicago switching district.....	35c.	37c.	32c.	34c.

TURN AROUND RATES.

SECOND DISTRICT.

Conneaut to Cleveland and return, or Cleveland to Bellevue and return, to be computed at one and one-half, second district through freight rates. Overtime after eighteen (18) hours.

Cleveland to Euclid Junction and return: Conductors, \$3.50 per day; brakemen, \$2.40 per day. Overtime after ten (10) hours.

THIRD DISTRICT.

Bellevue to Green Springs and return, one-half district rates. Overtime after six (6) hours.

Bellevue to Leipsic Junction or Continental and return, one and one-half third district through freight rates. Overtime after eighteen (18) hours.

FOURTH DISTRICT.

West Ft. Wayne to Knox or South Wanatah and return, one and one-half fourth district through freight rates. Overtime after eighteen (18) hours.

On specified turn arounds on the third and fourth districts, crews switching at turn around point will be allowed the overtime rate per hour for the time actually consumed in such switching, the time thus allowed not to be included in any overtime after the turn around period.

III.474 NEW YORK STATE DEPARTMENT OF LABOR.

OTHER TURN AROUNDS.

Turn around trips will be computed as separate trips each way, and will be paid for six (6) hours or less, one-half district rates; over six (6) hours and less than twelve (12) hours, full district rates; leaving time on return trip to be computed from arriving time at turn around point, except that where round trip distance is less than sixty-five (65) miles, half district rates will be paid for six (6) hours or less; over six (6) hours and under twelve (12) hours, full district rates will be paid. For the short turn arounds referred to in the exception, for switching or waiting at turn around points, overtime rates will be paid; the overtime allowed not to be counted in the road time.

When necessary to set off train, due to engine failure, and disabled engine runs light to terminal, the crew sent out from that terminal, to take train in, will be allowed turn around rates. If called immediately after arrival at terminal from turn around trip it will be considered as new trip.

RULES.

ROAD SERVICE.

RULE 1. In computing overtime, no fraction of an hour under thirty (30) minutes shall be counted. Thirty (30) minutes or over shall be counted one hour.

RULE 2. Crews not assigned to regular runs will run first in and first out in through freight service. Crews on through freight making less than full day, to go out of terminals ahead of crews not called.

RULE 3. When trainmen are called and for any reason other than their own acts, do not go out, they shall, if held six (6) hours or less, be allowed one-half district through freight rates; if held for more than six (6) hours, full district through freight rates.

RULE 4. Crews shall not be called over two (2) hours or less than one hour and thirty (1:30) minutes before leaving time, except in case of emergency.

RULE 5. Conductors and brakemen of regular crews shall not be called to go out with other crews, except when there are no extra men. Extra men when called for either local or through freight trains to remain on same until relieved by the regular men.

RULE 6. Trainmen will be notified when time is not allowed as per trip report.

RULE 7. The time of crews will begin thirty (30) minutes before the time set for departure of trains, and will end when they are relieved by yard master at terminal. Any brakemen required to go with engine to the round house will be allowed overtime earned by such work.

RULE 8. Trainmen acting as witnesses, or attending court under instructions from any official of the company, will be allowed their expenses and the actual time which would have been earned by them if on duty.

RULE 9. At coaling stations and points where work trains are stationed, there will usually be sufficient men to coal up engines without the assistance of trainmen, but in case of emergency, trainmen will be expected to assist in coaling up engines.

RULE 10. No employee will be dismissed or suspended from the service without just cause. Within ten (10) days of his dismissal or suspension, if he chooses, he will have the right to be heard by the proper division officer,

and will have the right to summon witnesses who will have a fair and impartial examination. In case of conflicting testimony, those whose evidence conflicts, may be examined together. If exonerated from blame, he will be reinstated and paid for time lost. He shall be notified as promptly as possible of the decision made. He has the privilege of appealing to higher officers of the company.

RULE 11. Trainmen will not be required to inspect, repair or card air brakes on trains before starting from terminal yards.

RULE 12. Trainmen acting as pilots will be paid conductor's regular freight rates in the respective classes, and any trainman on any engine or train required to perform the full duties of a conductor, shall be paid district rate for such service. When running light engines, conductor and one trainman will be furnished.

RULE 13. Conductors and brakemen may be allowed to make thirty (30) trips per month over their respective districts, excepting on first district, where thirty-three (33) trips may be allowed, such trips to be distributed regularly through the month.

RULE 14. Conductors and brakemen held at terminals for special passenger service over twelve (12) hours, shall receive just compensation for the same, based upon district through freight rates.

RULE 15. Promotions and assignments to runs of conductors and brakemen, will be governed by merit and age in service, determination of the matter to be in accordance with Rule 127, Company Book of Rules.

RULE 16. Road men shall have no standing in yard service, nor shall yard men have any standing in road service.

YARD SERVICE.

RULE 1. Men employed in this branch of the service shall be known as yardmen, as distinguished from men employed in road service, who shall be known as trainmen.

RULE 2. Regular crews shall receive ten (10) hours' pay for any part of a day's work. Extra crews called and working five (5) or less hours, shall receive one-half day; over five (5) hours, a full day. Extra crews not making full day, shall stand first out.

RULE 3. Yardmen commencing work at 12 o'clock noon or later, and working more than one-half day, will be paid at night rates.

RULE 4. When yardmen start to work after 8 A. M., the fifth hour shall be considered the meal hour, if practicable, considering the work in which engaged.

RULE 5. The oldest yardmen in point of service shall have preference in their respective positions, capacity being equal, in accordance with Rule 127, Company Book of Rules.

RULE 6. Yardmen assigned as switch tenders, shall receive yardmen's wages.

RULE 7. As a general practice, all yard switching crews shall consist of not less than one foreman and two helpers, but the railroad company reserves the right to work a greater or less number.

RULE 8. All day crews shall be allowed one (1) full hour for dinner, ordinarily between the hours of 11:30 A. M. and 1 P. M., and all night crews will

III.476 NEW YORK STATE DEPARTMENT OF LABOR.

ordinarily be allowed one (1) full hour for supper, between the hours of 11:30 P. M. and 1 A. M. If required to work later than 12:30 A. M., or 12:30 P. M., thirty (30) minutes for meals will be allowed, and they will be paid for one hour.

RULE 9. Standing of yardmen shall date from the day they enter the service of the company as yardmen. Switch tenders desiring to enter yard service shall be assigned at bottom of extra list. This shall not affect present assignments.

RULE 10. Yardmen shall have no standing in road service, nor shall roadmen have any standing in yard service.

RULE 11. In case the company finds it necessary to reduce power, yardmen who are to be taken off shall receive reasonable notice from the yardmaster, provided they live within the ordinary calling distance. If not so notified, and they are required to report for work, allowance shall be made in accordance with published schedule.

RULE 12. All errors in keeping or computing time of yardmen shall be properly corrected. Any amount of pay omitted on rolls of one month, shall usually be paid on the rolls of the following month.

RULE 13. No yardman will be dismissed or suspended from the service, without just cause. Within ten (10) days of dismissal or suspension, if he chooses, he will have the right to be heard by the proper division officer, and will have the right to summon witnesses, and will have a fair and impartial examination. In case of conflicting testimony, those whose evidence conflicts, may be examined together. If exonerated from blame, he will be reinstated and paid for time lost. He will be notified as promptly as possible of the decision made. He is privileged to appeal to higher officers of the company.

March 1, 1907.

A. W. JOHNSTON,
General Manager.

ENGINEERS, BOSTON & MAINE RAILROAD.

Rules applicable to engineers. In effect January 1, 1907.

1. *Rates of Pay.*—Engineers running consolidation type shall receive \$4.25 per day for 100 miles or less; all over 100 miles 4¼ cents per mile; for all over 11 hours, 42½ cents per hour.

2. Engineers in other than passenger service, running engines other than consolidation type, weighing 114,000 pounds or over, shall receive \$4 per day for 100 miles or less; all over 100 miles, 4 cents per mile; for all over 11 hours, 40 cents per hour.

3. Engineers of switch engines shall receive \$3.50 per day for 10 hours or less, exclusive of dinner hour; for all over 10 hours, 35 cents per hour.

4. Engineers of all other classes of engines shall receive \$3.75 per day for 100 miles or less; all over 100 miles, 3¾ cents per mile; for all over 11 hours, 37½ cents per hour.

5. SECTION 1. First six months, engineers running engines covered by article 1 shall receive \$3.50 per day for 100 miles or less; all over 100 miles, 3½ cents per mile; for all over 11 hours, 35 cents per hour.

SEC. 2. On engines covered by article 2, \$3.25 per day for 100 miles or less; all over 100 miles, 3¼ cents per mile; for all over 11 hours, 32½ cents per hour.

SEC. 3. On all other classes of engines except switch engines, \$3 per day for 100 miles or less; all over 100 miles, 3 cents per mile; all over 11 hours, 30 cents per hour.

SEC. 4. On switch engines, \$3 per day for 10 hours or less, exclusive of dinner hour; all over 10 hours, 30 cents per hour; after computing 157 days running, they shall be entitled to full pay according to articles 1, 2, 3 and 4.

6. Seventy-five miles or less will be considered a day's work on a local freight.

SECTION 1. Engineers running engines covered by article 1 will receive for all over 75 miles, $5\frac{2}{3}$ cents per mile; all over 11 hours, $56\frac{2}{3}$ cents per hour.

First six months engineers will receive for all over 75 miles $4\frac{2}{3}$ cents per mile; all over 11 hours, $46\frac{2}{3}$ cents per hour.

SEC. 2. Engineers running engines covered by article 2 will receive for all over 75 miles $5\frac{1}{3}$ cents per mile; all over 11 hours, $53\frac{1}{3}$ cents per hour.

First six months engineers will receive for all over 75 miles $4\frac{1}{3}$ cents per mile; all over 11 hours, $43\frac{1}{3}$ cents per hour.

SEC. 3. Engineers running engines covered by article 4 will receive for all over 75 miles 5 cents per mile; all over 11 hours, 50 cents per hour.

First six months engineers will receive for all over 75 miles 4 cents per mile; all over 11 hours, 40 cents per hour.

7. Whenever engines of different classes are used during parts of day's work the higher rate will be allowed for day's work.

8. *Extra Work.*—In case of emergency, and a regular engineer is called upon to do extra work, between his regular laid-out day's trips, or before registering off duty, he will be allowed 10 miles for less than 10 miles, or less than one hour; 50 miles for 10 miles or over up to 50 miles, or one hour or over up to 5 hours; all over 50 miles or 5 hours he will be paid as per articles in schedule covering classification of pay. It is understood this will cover emergency work en route, the time consumed to be deducted from the overtime made outside of schedule or assigned run. A regular engineer called after registering off or during his lay-off to do extra work will be allowed one (1) day for 100 miles or less, or 11 hours or less as per class of engine employed on.

Regular engineers will not be called upon to do extra or emergency work when extra men are available.

9. *Mileage of Freight Trains.*—The mileage of freight trains each way between Springfield and White River Junction and round trips, Northampton and Oakdale, Woodsville and Berlin, Newport and Woodsville, Lyndonville and White River Junction, shall be 150 miles, first hour's overtime to begin 15 hours and 31 minutes after commencement of day's work.

10. *Overtime.*—In computing overtime it is understood that 30 minutes or less will not be counted, 31 to 60 minutes to be reckoned one hour, and so on for each additional hour. Overtime to be allowed when the hours exceed the miles, figuring 10 miles to equal one hour.

11. *A Day's Work.*—A day's work for engineers will begin at time of registering on duty 30 minutes prior to the ordered or scheduled departure from engine house, and shall end when registering off duty immediately after engine is delivered back in engine house, or into care of some person appointed to take charge of same at end of trip.

12. *Callers Provided.*—Callers will be provided for all extra men, also all regular men going on duty between 11 P. M. and 7 A. M., if requested. Spare engineers will be required to live within one mile of engine house, and no regular men will be called beyond that distance. Extra men on call will stand first in first out, if qualified. Callers will be furnished with a book showing names of engineers, when and for what trains wanted, and engineers will be required to sign same when called.

13. *Hostlers Provided.*—Hostlers will be provided at Boston, Fitchburg, East Deerfield, Troy, Mechanicville, Rotterdam, Bellows Falls, Worcester, Nashua, Rochester, Springfield, Northampton, Portland, Manchester, Concord, West Lebanon, Woodsville, Lyndonville, Newport, Sherbrooke, Plymouth, Greenfield, Ayer, Lowell, Salem, Portsmouth and Lawrence.

Hostling of Engines.—Hostling of engines shall consist of receiving them on a designated track near engine house, cleaning fires, sparking, taking fuel, water, sand, filling signal lamps, headlights, and cleaning reflectors. This will not relieve engineers from properly inspecting, so far as they can see without going under engine, and reporting all necessary work in book provided at engine houses for this purpose. At Boston Terminal engineers in local passenger service making less than 100 miles per day will take their fuel between trips when fuel shed is located between train terminal and ash pit.

14. *Discipline.*—Engineers charged with a misdemeanor shall have their case investigated promptly and if found innocent will be paid for time lost; if guilty, they will be informed promptly of the decision arrived at. A representative of the motive power department will be present at all investigations in which engineers are concerned. In case of discipline, right of appeal will be granted if exercised within thirty days.

15. *Vacancies Advertised.*—Vacancies will be filled in order of seniority, everything else being equal, within thirty days, the same to be advertised within ten days for ten days on the bulletin boards of the division and to be assigned within ten days thereafter. In case a train is advertised and not bid in, it shall be re-advertised every thirty days and recovered from the board, it being considered a vacant run until it is bid in.

All new trains will be first advertised as temporary and remain as such until it is evident they are to be permanent or until the change of timetable. After an extra train has run continuously for sixty days it will be advertised.

16. *Switchers not Advertised.*—Switchers will not be advertised. All vacant switchers will be filled by the oldest engineer making application for the same. Vacant permanent switchers will be assigned to the oldest man applying within thirty days from date of vacancy. New switchers will be assigned to the oldest man applying within sixty days from date of vacancy. After the expiration of above limit of time, the first man applying will be assigned. If a road man becomes disqualified, he will be allowed to take any job held by a younger man in switching service. Men who are superseded on account of men becoming disqualified or their switcher taken off will be given seniority rights in switching service. It is understood that a disqualified man will be given the youngest qualified man's job, provided he can get no other through seniority.

17. *Rest.*—When engineers have been on duty sixteen consecutive hours, they shall not be called on again for service until they have been off duty ten hours, except in cases of emergency.

18. *Attending Court, etc.*—Engineers attending courts, inquests, etc., by order of the company will not be subject to any loss of time or compensation. If on lay-off day, they will receive regular rate of pay; will, if at home terminal, receive one-half day for five hours or less; over five hours, one day. The regular rate of pay will be \$3.75.

19. *Pay When Called for Train.*—Extra engineers called for duty and reporting at engine house will be allowed three hours' time if train is cancelled and will stand first out; three hours' time will be allowed all regular men whose train is cancelled after reporting at engine house. When engineers cross the table with engine, one road day's pay will be allowed.

20. *Day's Work Not Completed.*—Engineers failing to complete a day's work on account of sickness or any other cause of their own will receive only proportionate pay.

21. *Repairs.*—Engineers will not be expected to do any repairs, pack boxes or inspect nettings and ash pans on engines putting up at points where repair men are employed.

22. *Train Pulled Off.*—When a train is pulled off (exclusive of temporary trains) then men affected shall have their choice of trains, if exercised within ten days, according to their age in the service of engineers, everything else being equal. Men who are superseded by those whose train has been pulled off will be entitled to the same privileges. When temporary trains are continued as permanent runs, they shall be readvertised. When temporary runs are mixed in with permanent runs and the temporary runs are taken off, the permanent runs will revert back to the original engineer.

23. *Changes in Runs.*—When the initial point of a train is changed, a round-trip run changed so that the run does not return to its initial point every day, or part of a run taken away, the man holding the same shall have the first right to it, but if given up it shall be advertised. The man giving up the run shall have his choice in trains, if exercised within ten days, according to his age in the service as engineer. That part "or part of a run taken away" will not apply unless his earnings are decreased twenty miles or more, his length of day increased two hours or more, or, if in passenger service, a part of his run changed to freight. That part will apply when a day run is made a night run, although the length of day may not be increased two hours or more. Where special arrangements are made on runs covering change of time-table, that part is not effective.

24. *Switch Engines Outside Yard Limits.*—Switch engines running regular trains will receive road pay for same. Switch engines having to go outside of yard limits will be allowed a road day's pay, ten-hour day to apply.

25. *Work in Engine House.*—Engineers will not be required to work in the engine house. When called for emergency duty they will be allowed ten miles per hour at standard rate of pay; 100 miles or less, one day.

26. *Short Mileage.*—Engineers called and making short mileage will, if requested, remain at engine house subject to further mileage to finish the day or 100 miles.

27. *Emergency Duty.*—Engineers called for emergency duty and sent out on the road will be allowed actual miles made, house and road miles inclusive; 100 miles or less, one day.

III.480 NEW YORK STATE DEPARTMENT OF LABOR.

28. Engineers on emergency duty five hours or more will only be used on short mileage to finish the day, except in case of necessity.

29. Engineers called for emergency duty and sent out on a regular man's job will be allowed the man's pay and house time, inclusive.

30. *Leaving Service.*—Engineers who voluntarily leave the service and are subsequently re-employed will rank as new men.

31. *Permanent Transfers.*—Engineers transferred permanently from one division to another at their own request shall be listed as new men. If transferred by the proper officials on account of transfer of traffic, etc., they shall retain seniority rights.

32. *Reducing Force.*—In case of a surplus of extra men so that they are not getting reasonable weekly wages, the force shall be reduced in the reverse order of seniority.

33. *Doubling Hills.*—Engineers doubling hills or going after water or coal on account of conditions beyond their control will be allowed mileage in addition to trip.

34. *Deadheading.*—Engineers will be allowed half mileage for deadheading over the road on company's business.

35. *Seniority List.*—The superintendent of motive power will furnish the committee annually a seniority list of engineers on each division.

36. *Through Freights.*—Through freights will not be required to do any switching at terminals or at any other points where switchers are employed, except the regular setting out or taking in of cars.

37. *Road Mileage.*—All road mileage will be based on actual distance as given in official time-table. When this distance terminates in a fraction, five-tenths (5-10) of a mile or less will not be counted; fractions over five-tenths (5-10) will be reckoned one mile. Shifting miles in road service will not be considered in computing pay of engineers. All mileage made between Fitchburg and East Fitchburg, Worcester Union Station and engine house, and Northampton Passenger Station and No. Tower Yard will be allowed.

38. *Loading or Unloading Freight.*—All trains loading and unloading freight or doing switching shall be classed as locals. This will not apply to trains making less than six stops to take on or set off cars, requiring less than eleven switches at the five or less stops, exclusive of the necessary switching on account of placing air-brake cars for use to handle train, or, when necessary, freight may be unloaded at not more than three of the stops.

Icing Beef.—Trains consuming more than thirty minutes icing beef shall be classed as locals.

Handling Caboose Cars.—The present practice of handling caboose cars will continue and not be considered switching.

Switch Defined.—A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

39. *Sickness.*—In case an engineer is off sick for six months and no immediate prospect of his return to work, his train shall be advertised as a permanent run; should he be able to resume work he shall take his train, but in the event of his train being discontinued in his absence, he shall retain his seniority rights. The man superseded will be covered by article 22.

40. *Spare List.*—Seniority will cover all spare men on their respective divisions. When the spare list is reduced at any point, the men affected will

have the right (if exercised within ten days) to spare work at any point where there are younger spare men. When the spare list is increased at any point, spare men at any other point will have the right to spare work at that point (if exercised within thirty days).

41. *Leave of Absence.*—Engineers may be granted leave of absence for a period of six months, provided proper notice of the same is given, and this can be done without impairing the interests of the company, and his run shall be advertised as a temporary run. If at the expiration of six months he does not report for duty, his run shall be readvertised as a permanent run.

42. *Hours for Meals.*—Switch engineers will be allowed one hour for meals between the hours of 11.30 and 1.30 day or night, or not earlier than four and one-half hours, or later than six and one-half hours, after commencing work. If required to work during the time specified, thirty minutes will be allowed for meals with one hour additional pay.

43. *Bidding Off Trains.*—Engineers bidding off trains running over any part of the division which they are unfamiliar with will learn these parts at their own expense.

Engineers whose trains are changed or extended onto parts of the road which they are unfamiliar with will have pilot furnished or time allowed to learn the road at company's expense.

When a division or part of a division is merged into another division or trains are put on to run over two or more divisions of the road, a pilot will be furnished or time allowed to learn the road at company's expense.

Spare men, so as not to lose their turn, will have pilot furnished or time allowed at company's expense to learn parts of the division which they were not required to learn before promotion or which may have been merged since their promotion.

44. *Seniority.*—Seniority of engineers will date from the day they are regularly assigned to the service as an engineer in accordance with the seniority rule of promotion, it being understood that if through no fault of his own he is not assigned when due, he will be given the seniority date of the first younger man assigned and the older man will be assigned as soon as possible. When two or more men are assigned the same day, their names will be placed on the roster according to their length of service on locomotives of this company. When two or more men enter service the same day and are assigned the same day, their names will go on the roster alphabetically.

45. *Allowed to Deadhead.*—Engineers on trains receiving a day's pay in one direction and are required to take rest, thereby losing their opposite trip, will be allowed to deadhead at the company's expense to the opposite terminal so as to be ready to take their train next trip.

46. *Held at Other than Home Terminal.*—Freight crews receiving a day's pay in one direction, if held at other than home terminal, will be paid at through freight rates after twelve hours. This will not apply to men whose runs are scheduled for a layover of more than twelve hours.

47. *Trains Run over Two Divisions.*—When trains are run over two or more divisions, the trains will be awarded so that the mileage made by all the interdivision trains will be equalized as near as possible.

III.482 NEW YORK STATE DEPARTMENT OF LABOR.

48. *Time not Allowed.*—When time made by engineers is not allowed as per time slip, it shall be returned to them for correction.

HENRY BARTLETT,
Superintendent Motive Power.

APPROVED:

C. E. LEE, *General Superintendent.*
BOSTON, MASS., *January 1, 1907.*

ENGINEERS, BUFFALO, ROCHESTER & PITTSBURG RAILWAY.

Rules and rates of pay for enginemen. Effective February 1, 1907.

ARTICLE I.

PASSENGER RATES.

- 1. Enginemen in passenger service will be paid on the basis of \$3.75 for 100 miles or less except as otherwise specified.
- 2. Rochester to Perry and return, \$4.50; Buffalo to Springville and return, \$3.75. Any short runs established in the future shall be paid \$3.75.
- 3. Overtime in passenger service shall be computed on the basis of fifteen miles per hour.
- 4. Hostlers will be furnished to take engines to and from stations at terminal points except Perry, Springville, or other similar points affecting short runs. At terminals where it is advisable for engineman to hostile his engine one extra hour will be allowed for one or more round trips in connection with day's work.

THROUGH FREIGHT — TRIP RATES.

Rochester Division.

From —	To —	Rate.	Miles.	Over-time after, hrs. m.
Rochester.....	Ashford.....	\$4 15	92	9 12
Rochester.....	East Salamanca.....	4 75	105	10 30
Rochester.....	Gainesville and return.....	4 90	105	10 30
Ashford.....	Gainesville and return.....	3 80	78½	7 51
Gainesville.....	Warsaw and return.....	1 65	21	2 6
East Salamanca.....	Gainesville and return.....	4 90	105	10 30
East Salamanca.....	Warsaw and return.....	5 75	126½	12 39

Buffalo Division.

From —	To —	Rate.	Miles.	Over-time after, hrs. m.
Buffalo.....	Hoyts and return.....	3 60	69	6 54
Buffalo.....	Ashford and return.....	4 00	90½	9 2
Buffalo.....	Springville and return.....	2 80	59	5 54
Buffalo.....	Beaver and return.....	4 00	80½	8 3
Buffalo.....	East Salamanca.....	2 80	58½	5 51
East Salamanca.....	Ashford and return.....	1 65	27	2 42
Ashford.....	Springville and return.....	1 65	31½	3 8

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.483

Middle Division.

From —	To —	Rate.	Miles.	Over- time after, hrs. m.
East Salamanca.....	Dubois.....	\$4 45	99	9 54
East Salamanca.....	Punxsutawney.....	5 45	120½	12 5
East Salamanca.....	Freeman and return.....	3 90	87½	8 44
Clarion Junction.....	Freeman and return.....	1 80	35½	3 32
Clarion Junction.....	High Dry and return.....	2 15	43½	4 20
Dubois.....	Clarion Junction and return.....	3 75	75½	7 33
Dubois.....	High Dry and return.....	5 35	118½	11 53
Dubois.....	Freeman and return.....	5 00	110½	11 3

Pittsburgh Division.

From —	To —	Rate.	Miles.	Over- time after, hrs. m.
Dubois.....	Butler.....	\$3 70	81½	8 11
Dubois.....	Allegheny.....	5 50	122½	12 15
Dubois.....	Echo and return.....	4 15	92½	9 14
Dubois.....	Clearfield and return.....	3 00	58½	5 50
Dubois.....	Rockton and return.....	1 10	18½	1 51
Dubois.....	Ernest and return.....	4 20	93½	9 23
Dubois.....	Ernest to Rockton and return.....	4 75	106	10 36
Dubois.....	Vintondale.....	3 70	81½	8 9
Dubois.....	Iselin and return.....	5 70	128	12 48
Dubois.....	Indiana Junction.....	1 10	18½	1 51
Punxsutawney.....	*Dubois and return.....	2 20	43½	4 23
Punxsutawney.....	*Falls Creek and return.....	2 40	48	4 48
Punxsutawney.....	High Dry and return.....	7 35	162½	16 15
Punxsutawney.....	Freeman and return.....	7 00	154½	15 27
Punxsutawney.....	C. & M. Junction and return.....	2 20	37½	3 47
Punxsutawney.....	Rockton and return.....	2 40	50	5 ..
Punxsutawney.....	Clearfield and return.....	4 05	90	9 ..
Punxsutawney.....	Clearfield to Dubois to Punxsutawney.....	4 30	96	9 36
Punxsutawney.....	Rockton and return to Dubois.....	1 65	34½	3 26
Punxsutawney.....	Clarion Junction and return.....	5 40	119½	11 56
Punxsutawney.....	Echo and return.....	2 75	48½	4 51
Punxsutawney.....	Ernest and return.....	3 15	63	6 18
Punxsutawney.....	Allegheny.....	4 50	100½	10 5
Butler.....	Punxsutawney.....	2 75	59½	5 59
Butler.....	Allegheny and return.....	4 00	81½	8 11
Butler.....	New Castle and return.....	4 00	85½	8 35
Butler.....	Dayton and return.....	3 70	82½	8 14
Dayton.....	North Point and return.....	90	15½	1 35
Dayton.....	Echo and return.....	90	11	1 6
Clearfield.....	Rockton and return.....	2 20	39½	3 59
Indiana Junction.....	Ernest and return.....	2 80	56½	5 39
Indiana.....	Vintondale and return.....	2 85	59	5 54
Creekside.....	Vintondale and return.....	3 65	73	7 18

* To determine whether the Dubois or Falls Creek rate shall apply, the following rule shall govern: Dubois tipple and south thereof is Dubois; north of the tipple is Falls Creek.

III.484 NEW YORK STATE DEPARTMENT OF LABOR.

LOCAL FREIGHT — RATES.

From —	To —	Rate.	Miles.	Over- time after, hrs. m.
Rochester.....	East Salamanca.....	\$4 75	105	15 ..
Buffalo.....	East Salamanca.....	4 10	58½	10
East Salamanca.....	Dubois.....	4 90	99	10 .
Dubois.....	Butler Junction.....	4 50	81½	10 .
Punxsutawney.....	Indiana and return.....	4 50	73	10 .
Butler Junction.....	New Castle and return.....	4 50	85½	10 ..
Clearfield.....	Dubois and return.....	4 50	58½	10 ..

1. Overtime in local freight service will be paid pro rata.
2. When three crews are used on local freight and paid for lay-over day (similar to system at present in vogue on the Rochester division) overtime will be paid after fifteen hours.

SWITCHING SERVICE.

1. Enginemen running switch engines shall receive 36 cents per hour except as otherwise specified, ten hours or less to constitute one day.
2. Enginemen running switch engines at Buffalo and Rochester shall receive 37½ cents per hour, ten hours or less to constitute one day.
3. Enginemen on engines at Warsaw shall be considered in road service and receive \$4 per day, twelve hours or less to constitute one day, including one hour for nooning.
4. Enginemen will be allowed one specified hour for noon or midnight meal, being relieved for this purpose between the hours of 11.30 A. M. and 1 P. M. for day enginemen and 11.30 P. M. and 1 A. M. for night enginemen. If not relieved for meals until after 1 P. M. for day enginemen and 1 A. M. for night enginemen, pay for one extra hour will be allowed and thirty minutes for meals allowed.
5. Except in cases of emergency enginemen in yard service will not be required to do road service, but when so required will be paid the prevailing rate for actual time engaged in class of service performed, the time thus employed not to be allowed in yard service.

Helvetia run or runs of similar class shall receive \$4 per day, ten hours or less to constitute one day.

RIDGE BRANCH RUNS.

Iselin to Creekside and return, \$1.95.

Overtime shall commence after the expiration of five hours in connection with any one round trip. Sixteen minutes or over, but not exceeding thirty-one minutes, shall be considered as one-half hour; over thirty-one minutes and not exceeding sixty minutes shall be considered as one hour.

Any switching performed at Iselin shall be paid for at overtime rates for actual time engaged in such service.

HELPER SERVICE.

1. Bliss helpers, \$3.60 per day, twelve hours or less to constitute one day.
2. DuBois helpers on north or south hill, \$4 per day, twelve hours or less to constitute one day.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.485

3. Bradford or Howard to Bingham and return, \$1.50 per trip, and will run first in, first out.

4. Clarion Junction to Freeman and return \$2, overtime after five hours.

5. Bradford or Howard to J. & B. Junction and return \$2.60, overtime after six hours and thirty minutes.

6. Clarion Junction to J. & B. Junction or High Dry and return \$2.40, overtime after six hours.

7. All helper engines not otherwise provided for shall receive \$4 per day, twelve hours or less to constitute one day.

WORK OR WRECK TRAIN SERVICE.

1. Enginemen in work or wreck train service shall receive \$4.20 per day, ten hours to constitute one day.

2. Enginemen in work or wreck train service over five hours shall receive one day's pay and stand last out. If less than five hours, shall receive one-half day's pay and stand first out.

3. When wrecking service is performed by any train on the road with wrecking car and crew, the engineman of such train shall receive in addition to trip rates, thirty-five cents per hour for the number of hours engaged in wrecking service.

OVERTIME.

1. Overtime in freight service shall be computed on the basis of ten miles per hour.

2. In computing delayed time, thirty-one minutes or over will be counted one hour.

3. The overtime rate will be forty cents per hour.

DOUBLING HILLS.

In case an engineman is officially instructed to double a hill he shall receive pay therefor on the basis of forty cents per hour.

ARTICLE II.

Runs not herein specified, including runs made up of a succession of short trips, shall be reported on a basis of time table distances, mileage footed up and total taken as a day's work, and rate per mile for through run on the division allowed; overtime to be computed as per overtime rules.

ARTICLE III.

Enginemen will be of two classes:

First-class — To be paid at rates as per schedule.

Second-class — To be paid ten per cent. less than the first-class.

First-class enginemen, having served two years in that capacity with another company, entering the service of this company, will be rated as first-class enginemen.

Firemen promoted will be rated as second-class enginemen.

Enginemen of the second-class, after one year's service as such, will be advanced to first-class.

ARTICLE IV.

When new territory is acquired, enginemen on the division from which territory branches will be given preference of positions: Enginemen employed by contractors hold no rights in company's service. If assigned by company to contractor's service they shall retain their original rights.

III.486 NEW YORK STATE DEPARTMENT OF LABOR.

ARTICLE V.

1. Callers will be employed at all points where it is customary to call enginemen, call cards will be provided and the time designated on such cards, the leaving time of the train shall be the time from which pay is to commence. Time of arrival at ashpit is time trip ends.

2. Enginemen must sign the caller's book, or, in case the book is signed by any member of the engineman's household, the engineman will be held responsible.

3. When enginemen are called by telephone outside of calling limits, enginemen will be held responsible.

4. Enginemen shall report for duty at the shop thirty minutes before leaving time.

5. When enginemen are called and not used on account of train being annulled, or for other cause, the engineman called for duty shall receive one-half day's pay for five hours or less and stand first out. For more than five hours he shall receive one day's pay and stand last out. Ten hours shall constitute one day as per Article XVIII.

6. When an engineman is called and it is subsequently ascertained that such engineman is not required for the service for which he was called, if notified within one hour of the leaving time designated, no time will be allowed.

ARTICLE VI.

1. Enginemen shall have their rights of regular runs and same shall be governed by seniority in regular road service, qualifications being equal.

2. When an engine is held in shop for forty-eight hours or more the regular engineman of such engine shall be provided with an extra engine or by taking the engine of the youngest regular engineman in the service until such time as his regular engine comes out of the shop.

3. When an engineman holding a regular engine has his engine taken from him to be used in place of another temporarily he will be supplied with an engine until the return of his regular engine.

4. All vacant engines and runs shall be advertised, as soon as possible after becoming vacant, for one week upon the bulletin board provided for that purpose, and every reasonable effort will be made to notify all parties concerned who are located where access to the bulletin board cannot be had.

5. New engines and runs shall be considered as vacancies within the meaning of this rule. When an engineman holding a regular engine or run is off on leave of absence for a period of thirty days or more, the engine or run shall be declared vacant for such period of time and advertised accordingly.

6. When an engineman holding a regular engine or run is off for a period of ten days, such engine or run shall be considered as vacant during such period and advertised accordingly.

7. A pool of extra men shall be maintained at terminal points, or wherever necessary, the force to be regulated so that each man in the pool may have opportunity to make at least twenty days per month; to run first in first out on their respective divisions.

8. Yard enginemen shall have exclusive rights in yard service on the division where their rights are located according to seniority in that ser-

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.487

vice. The oldest night yard engineman to fill temporary day vacancies. This rule not to prevent yard enginemen, who might have been displaced, from filling any vacancy on their respective divisions that their seniority entitles them to.

ARTICLE VII.

When enginemen leave the road service to enter yard service they shall forfeit all rights in the road service excepting the job shall be abolished, when he shall return to road service with full road rights less the time he was in the yard service. Should an engineman for any other cause leave the yard service he will not be considered as holding any road rights.

ARTICLE VIII.

1. Enginemen will be confined to divisions where their rights are located. This article not to be construed to prevent enginemen being run over a portion of another division when necessary.

2. In case of a shortage of men on one part of the road and a surplus on another part, the surplus men will be transferred temporarily to avoid hiring men, and such men will not lose their rank on that part of the road from which they were transferred.

3. An engineman going from one division to another at his own request shall be considered as a new man on the division to which he goes, and he will lose his rank on the division which he leaves.

ARTICLE IX.

1. Enginemen will not be required to go out when they claim they need rest; nor will they be permitted to go out when, in the judgment of the company, they require rest. Ten hours off duty will be considered sufficient rest.

2. Enginemen unable to go out on account of sickness, or other cause, must notify the roundhouse foreman in ample time for another man to be called to take the run.

ARTICLE X.

Enginemen leaving the service will, if desired, be given a clearance card or letter stating time of service, capacity in which employed and cause for leaving the service.

ARTICLE XI.

Enginemen will not be required to take coal, sand or water, clean fires, front ends or put away engines at divisional or intermediate terminal stations, except at Perry, or similar points, where no force other than the engine crew is maintained by the company to do such work.

ARTICLE XII.

Enginemen running snowplow or flanger will not be required to handle a train and a flagman will be sent with all engines running snowplow or flanger.

ARTICLE XIII.

Enginemen deadheading shall receive one-half trip rate for the class of train they represent between the points run.

III.488 NEW YORK STATE DEPARTMENT OF LABOR.

ARTICLE XIV.

An engineman will be allowed one day's pay for each day's time in getting engine ready for road service.

ARTICLE XV.

Should any change be made in the time claimed on time slip, enginemen will be fully advised as to reason therefor in writing.

ARTICLE XVI.

Enginemen held off for investigation shall receive a prompt, fair and impartial hearing, and will be advised as soon as possible the result of the investigation, and if found blameless, shall receive actual trip rates for the time lost. No discipline by record or otherwise will be imposed until after a thorough investigation has been held. They may bring into the hearing any employees of the company who may have a knowledge of the case under consideration. The road foreman of engines will be present at investigations when it is possible for him to do so. Any employee who is dissatisfied with the decision of his superior officers will have the right to appeal within thirty days to the general manager, such appeal to be in writing.

ARTICLE XVII.

Enginemen attending court, or other business, in behalf of the company, will be allowed full time and reasonable expenses.

ARTICLE XVIII.

The standard for a day's pay on any division shall be \$4 when in connection with service not otherwise provided for. Over five hours and thirty minutes shall constitute one day, and less than five hours and thirty minutes one-half day.

ARTICLE XIX.

All enginemen and crews when used in rounds service to be run first in, first out, except when held for rest or work. This rule is not to be construed to prevent passenger engines when used in freight service, in case of emergency, from returning to terminal ahead of their turn.

ARTICLE XX.

For every two firemen promoted one engineman may be hired.

ARTICLE XXI.

When an engineman desires leave of absence, he shall apply therefor in writing. The permission granting leave of absence shall also be in writing.

ARTICLE XXII.

When any question arises as to interpretation of existing rules by an engineman, wherein he has been deprived of any rights, the same shall be put in writing and given to the official directly in charge, who will act upon same as promptly as possible, and render decision in writing.

ARTICLE XXIII.

Enginemen on regular runs held in readiness for service on Sunday, or any other day, and not used, will be allowed a day's pay for each twelve hours or fractional part thereof.

ARTICLE XXIV.

When an engineman is held at a point away from home terminal to await the return of his train or engine, he will be paid his regular rate.

ARTICLE XXV.

It is expected that every official as well as the enginemen will see that this agreement is faithfully carried out.

W. T. NOONAN,
General Manager.

Rochester, N. Y., February 1, 1907.

ENGINEERS, DELAWARE, LACKAWANNA & WESTERN RAILROAD.

Schedule of pay, rules and regulations for enginemen employed thereon.

[In effect December 1, 1906.]

Rates of pay to enginemen (except Bangor & Portland Division, also Sussex and Montrose branches, which will remain as heretofore) will be as follows:

PASSENGER SERVICE.

	Cents per mile.
Through service, 1008 class.....	3.75
Through service, 1001 class.....	3.75
Local and through, except 1008 class.....	3.65
25 suburban east of Dover, first 100 miles.....	3.85
25 suburban east of Dover, after 100 miles.....	3.65
Milk — all class engines	3.75

FREIGHT SERVICE.

New 300, 700 and 800 class engines in through service.....	4.35
New 300, 700 and 800 class engines in other than through service..	4.20
New 500 class engines when in through service.....	4.15
New 500 class engines when in other than through service.....	4.00
Other freight engines.....	4.00

SWITCH, MINE AND TRANSFER SERVICE.

Enginemen	3.50
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HILL, ROUSTABOUT, CONSTRUCTION WORK AND WRECKING SERVICE.

Enginemen	4.00
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ARTICLE 1. A guarantee of ten miles per hour is made in all service except wreck, work and construction. An enginemen in service five hours and thirty minutes, ten hours or one hundred miles will be allowed.

III.490 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 2. In wreck, work and construction train service, a guarantee of nine and one-eleventh ($9 \frac{1}{11}$) miles per hour is made.

An engineman in service six hours, eleven hours or one hundred miles will be allowed.

ART. 3. Mine runs now classed as roustabouts will remain as at present.

ART. 4. Coal mine crews will be classed as in drill service.

ART. 5. In drill, mine and transfer service one hour is allowed for dinner. The meal hour will be between eleven and one o'clock. If thirty minutes or more of this meal hour is worked, pay for one hour extra will be allowed.

ART. 6. In computing overtime thirty minutes will be considered one hour; less than thirty minutes will not be considered.

DEFINITIONS.

Roustabout drill service is defined as an engine working between two or more stations under telegraphic orders.

Transfer service is defined as an engine working between two or more points at a terminal and without telegraphic orders.

Drill service is defined as an engine working within yard limits at one point.

Mine service in Kingston Territory and on Winton branch, also transfer service between Hoboken and Secaucus is to receive roustabout rates.

ART. 7. When enginemen are held away from their home terminal for an engine or train, they will be allowed twenty-five miles for each six (6) hours or fraction thereof so held after the expiration of eighteen (18) hours.

ART. 8. Men who are called and report will be allowed twenty-five miles and stand first out. If any mileage is made they will be allowed fifty miles. If over fifty miles is made, one hundred will be allowed.

ART. 9. On local way freight runs of less than one hundred miles, one hundred miles will be allowed.

ART. 10. Road crews doubling hills will be allowed the actual mileage at the rate per mile paid on that train.

ART. 11. Where hours exceed miles, hours will be paid; where miles exceed hours, miles will be paid.

ART. 12. Men on work trains, wreck trains, or performing drill service along the line at different stations, will be paid the same rate per mile as freight crews.

ART. 13. No mileage will be allowed for learning the road, or for being examined to run on other lines, except when ordered to new territory by the company.

ART. 14. Where a schedule consists of freight one way and passenger the other way, shall be paid for on which ever mileage is the greater.

ART. 15. Men assigned where constructive mileage is allowed will, when they lay off, lose the same amount each day that they would receive if they worked.

ART. 16. Men acting as witnesses or attending court under instructions of an official of the company will be allowed the same amount they would receive on their runs and actual expenses.

ART. 17. Men called as witnesses at investigations when they are in no way implicated in the case will be paid the same amount they would have received on their run, but no expenses will be allowed.

ART. 18. Men acting as pilots will be allowed the same rate per mile as they would receive in the class of service they are regularly employed.

ART. 19. Men deadheading under orders will be allowed half time in their class, but when running with an engine or engine and caboose, full time will be allowed.

ART. 20. In the choice of runs on any division, the engineman will have preference who has been longest in service on that division as engineman, provided he is considered competent by the superintendent and master mechanic. The line of promotion should be from switch engineman to road engineman. The seniority of switch engineman shall be equal on the Buffalo, Scranton and Hoboken divisions. By "division" is meant all lines under the jurisdiction of one superintendent.

ART. 21. Vacancies on all runs and engines will be advertised on all bulletin boards of the division on which the vacancy occurs, within a period of five days, and after vacancy occurs for a period of fifteen days, the senior engineman making application will be given the engine or run advertised within a period of five days thereafter, if considered competent.

ART. 22. A temporary vacancy in passenger or freight service of more than fifteen days will be filled by the senior freight man who is competent; less than fifteen days by the first man out who is competent.

ART. 23. When men do not make 2,600 miles per month in extra freight service, the most recently employed or promoted will be set back to firemen or on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

ART. 24. When the service on a time slip is not allowed the time slip will be returned to the man making it with reasons given for not allowing it.

ART. 25. In case of a shortage of men on one part of the road and a surplus on the other, the younger enginemen will be transferred, unless the older men claim the right to go. It is understood that when men are transferred under this article, they are to be returned to their home terminal as soon as business will permit, unless they desire to remain, in which case they will be allowed to resign their positions on the part of the road from which they were transferred and remain on that part of the road to which they were transferred. They will also be considered new men on the division to which they were transferred, and will lose their rank on the division from which transferred. A man going from one division to another at his own request will be considered as a new man on the division to which he goes, and will lose his rank on the division which he leaves.

ART. 26. For every two firemen promoted one engineman will be hired.

ART. 27. In reducing the force the least competent men will be permanently relieved. Those most recently employed may be permanently relieved or laid off as may be found necessary.

ART. 28. All unassigned engines will be run first in first out on their respective divisions.

ART. 29. In order to give sufficient time for rest men will not be called upon to go out when it can be avoided sooner than twelve hours after arrival, they to be the judge when they require rest.

ART. 30. Men who are unable from any cause to perform service must send notice in ample time to make other provision and to avoid being called.

III.492 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 31. No engineer will be requested to pack driving boxes, engine truck boxes, tender truck boxes, pistons, valve stem and air pumps, where facilities exist for this service by shop force. All trains will be made up, engines will be coaled and sanded and placed on track designated by the company, and engines shall be placed on ash pit or track designated for this purpose by the engineer on completion of his trip.

ART. 32. Where callers are employed men who live within a distance of one mile will be called a reasonable time before the leaving time of their train, and the man called will sign his name and the time at which he was called. This will not apply to men assigned to regular passenger trains, nor will it apply to regular freight trains between the hours of 7 A. M. and 7 P. M.

ART. 33. No engineman will be suspended or dismissed for any alleged offense committed without a fair and impartial hearing before the proper official, within seven days, if practicable, from the time the offense is committed. If he so desires he may choose a representative of the same occupation, and an employee of this company, to be present.

ART. 34. Suitable protection against the weather will be placed on all engines during the winter months. A cooler will be furnished from May 1st to October 1st.

ART. 35. It is the policy of the management to find employment if possible for disabled employees where they can perform work that does not endanger public safety or the company's property.

ART. 36. When an engine in extra freight service is laid up or sent to the shops for repairs that will keep it out of service thirty days or more, the youngest engineman will go on the extra list and his engine given to the engineman whose engine is shopped.

ART. 37. All men who have been in the employ of the company ninety days, upon leaving the service or being relieved will be given a service card, stating the time of service, capacity in which employed, and cause of leaving the service, the same to be approved and stamped by the proper officer.

ART. 38. The management accords to any and all of its employees the right to appeal to its highest officer.

ENGINEERS, ERIE RAILROAD.

Rates of pay and rules for engineers, effective January 1, 1907.

RATES OF PAY FOR ENGINEERS.

Class of service.	Cents per mile.
Passenger:	
Through and local:	
K-1 engines	3.75
Other engines	3.70
Suburban	3.85
Freight:	
Through, pick-up and helper:	
Engines 150,000 lbs. or more on drivers	4.25
Engines less than 150,000 lbs. on drivers	4.00
Way freight	4.10

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.493

Class of service	Cents per mile
Work, wreck and construction; and coal mine service on Wyoming division:	
Engines 150,000 lbs. or more on drivers.....	4.00
Engines less than 150,000 lbs. on drivers.....	3.80
Yard service:	
All engines, cents per hour	35

GENERAL RULES.

1. Twelve hours or less, 100 miles or less, will constitute a day in passenger and pushing or helper service, and ten hours or less, 100 miles or less, in all other classes of service, subject to the following:

(a) In passenger service actual time-table mileage will be allowed. Runs will be arranged to suit the service. On runs that cannot be scheduled so that engineers can make 100 miles or more, a minimum of 100 miles will be allowed.

(b) Actual time-table mileage will be allowed for freight runs of 100 miles or over, it being understood that a succession of short runs will in all cases be considered as continuous service.

(c) For fractional miles, one-half or more will be counted as one mile, less than one-half will not be counted.

(d) The basis of computation will be the number of miles run or the number of hours worked, but the hours worked and the miles run will not be counted together, except for wrecking or emergency construction or work service. In ordinary construction or work service the hours worked and the miles run will not be counted together, but continuous time will be allowed.

2. Overtime will be paid pro rata. In computing overtime one mile will be allowed for each six minutes.

(a) In suburban service, overtime as per rule will be allowed when the train is detained after its scheduled arriving time on the last trip. Overtime in suburban service will also be allowed as per rule on any runs so scheduled that the engineer is required to be absent from the starting terminal over fourteen hours.

(b) No overtime will be allowed on double-crewed pushing or helping engines unless they are held on duty fourteen hours (in which case overtime will be allowed under the rule after twelve hours) except when such engines are called upon to perform other than pushing or helping service or are sent beyond the established pushing limits, when overtime will be allowed after twelve hours.

3. Actual miles will be allowed for handling engine to and from designated receiving and delivery tracks on runs of 100 miles or more.

4. Time of engineers in through freight service will begin thirty minutes before time they are called to leave the yard. In all other road service, except passenger, when engineers are required to register at engine house more than one hour before time called to leave the yard, such excess time will be paid under the overtime rule.

Time will end when relieved from care of engine on designated track at terminal after inspection of engine, for which purpose not to exceed ten minutes will be allowed.

III.494 NEW YORK STATE DEPARTMENT OF LABOR.

5. When engineers are called and not needed, if not held more than five hours they will be allowed fifty miles and stand first out. When held more than five hours, they will receive 100 miles and stand last out at that terminal. In case the engineer is held on duty and assigned to another train the time allowance will be computed from the time first called.

6. Engineers will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the company. If no time is lost they will be paid 100 miles, or one day, for each calendar day at small engine rate and necessary expenses will be paid while away from home.

7. In suburban service engineers will be paid ten miles for each hour of service in doing the necessary terminal work at Jersey City after the expiration of one hour from time of arrival. Time to be computed from time of arrival at station until relieved from care of engine. In making this allowance over thirty minutes will be computed ten miles, less than thirty minutes will not be counted. On runs where constructive mileage is made the amount of such constructive mileage will be deducted from overtime so made.

8. Engineers deadheading upon written order of the proper officer will be allowed full mileage rates on freight train and half mileage rates on passenger train at the small freight engine rate. Men so deadheading will report at once upon their arrival at the designated point to the engine dispatcher or proper officer at that place.

9. Engineers required to do wrecking, construction or any other unusual service when upon their regular trips, if detained thereby, will receive ten miles for each hour of such service, time to be computed as per Rule 2; if overtime is made, this time will be deducted therefrom.

10. Extra mileage will be allowed for doubling hills, going for water outside the water limits, or for coal, on a single trip or a combination of single trips, when the actual mileage, including the extra mileage, exceeds 100 miles.

11. When engineers are held at a point away from their home terminal for an engine or crew, they will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

12. Engineers will not be held between terminals, except under overtime rules.

13. Engineers on passenger trains held away from or unable to reach designated engine receiving track at terminals to exceed one hour after arrival of train shall be paid ten miles for each hour so held. If overtime is made this time will be deducted therefrom.

Designated engine receiving track at all points shall be where engineer is relieved from care of engine.

14. When engineers in passenger service are required to serve additional time, either before or after regular trip, for the purpose of steam-heating cars or doing switching, they shall be paid for such time at the rate of one mile for each six minutes. This not to apply to runs paying constructive mileage unless the actual hours exceed the specified allowance.

15. Engineers breaking in engines will be paid freight rates.

16. (a) Engineers changing from passenger to freight service or switch to road service, or *vice versa*, will be paid the mileage or the hours used in each class of service, provided that not less than 100 miles will be allowed for the trip or day's work.

(b) After completing a trip over a division, engineers will be allowed not less than 100 miles if required to perform any extra service, other than that ordinarily connected with the train on which they arrive, provided seven hours or more have been consumed by the trip.

(c) Engineers in yard service will be allowed not less than 100 miles for any road service performed after having consumed seven hours or more in switching service, when such road service engineers to remain on duty more than one hour after the expiration of their specified hours of yard service.

17. Yard crews will be allowed one specified hour for noon and midnight meal, being relieved for this purpose between the hours of 11 A. M. and 12.30 P. M. for day crews and between the hours of 11 P. M. and 12.30 A. M. for night crews. If not relieved for meals until the expiration of thirty minutes after the beginning of the specified hour, pay for one extra hour will be allowed and the crew will be allowed thirty minutes for their meals. No crew will continue in service more than seven hours without their meals, except crews of transfer engines, who will be allowed their meal immediately on return.

18. An engineer will not be disciplined by record, suspended (except pending investigation) or discharged without a proper investigation, which will be made at the earliest practicable time, during which, if he so desires, he may have present an engineer from his division as a witness to the investigation. He may also have present any actual witness of the offense being investigated, except discharged employees, and if found blameless, will be allowed full pay for time lost.

19. When time is not allowed as per time slip, engineers will be notified in writing at once what change is made and the reason therefor.

20. When freight engineers or extra engineers cannot make 2,500 miles per month for two successive months, the force will be reduced, provided such reduction will not impair the service.

21. At all points where it is necessary that engineers be called, callers will be provided, who will be furnished with call books showing the train the men are called for and leaving time thereof, also blank spaces in which men are to sign their names and note the exact time when they are called. Engineers will be called from their places of residence provided they reside not over one and one-half miles from the calling station, it being understood that engineers assigned to regular passenger runs will not be called at their home terminals between the hours of 8 A. M. and 9 P. M., but will be notified if possible between those hours when their train is one hour or more late.

Local arrangement of marking up boards at Dunmore and Cleveland to remain as at present.

22. The company reserves the right to rearrange and advertise any regular run when it is considered necessary for the economical operation or betterment of the service.

23. Qualifications being equal, the oldest man shall have the preference of engines and trains. Applicants will be given an opportunity to qualify for a desired position. If a case should occur where, after fair investigation, it is deemed necessary, in the interest of the company, to place a younger man on a superior train in preference to an older man on the list, a record shall be kept stating why such deviation from this rule was made.

III.496 NEW YORK STATE DEPARTMENT OF LABOR.

24. (a) Permanent vacancies on all regular runs and positions will be advertised on all bulletin boards for a period of ten days and filled by the oldest applicant therefor on the division.

(b) When an engineer is off for a period of six days, such position will be considered temporarily vacant and posted as such on all bulletins until the expiration of ten days from the date first vacant and given to the oldest engineer applying therefor; subject, however, to the return of the regular man. Should an older man be filling a temporary vacancy and be displaced by the return of the regular man, he may take any temporary vacancy being filled by a younger man.

(c) After a temporary vacancy has existed for a period of six months, such vacancy may be advertised and assigned to the oldest engineer applying therefor; subject, however, to the return of the regular man.

(d) All temporary vacancies in passenger service to be filled by the oldest available engineer in freight service. All temporary vacancies on regular runs in freight service shall be filled by the oldest man in rounds service. Runs to be considered vacant after one trip. All temporary vacancies in rounds service shall be filled by man first out on extra list. All engines will be considered temporarily vacant for ten days. All known vacancies in rounds service for over ten days shall be filled by the oldest man on extra list.

NOTE.—Section “d” of Rule 24 will apply to the Meadville and Mahoning divisions only.

(e) All vacant engines permanently assigned to rounds service will be advertised.

25. All regular runs will be considered vacant at the spring and fall change of time card. (This not to apply to Erie division.)

26. When an engineer is assigned to regular rounds service and the engine to which he is assigned is held for general repairs, transferred to another division, or is lost for a period not to exceed thirty days, he may immediately take the engine assigned to the youngest man in the same class of service, with the understanding that he may resume charge of his regular engine in case it is returned to the same class of service in the specified time. If not, he may immediately take the engine assigned to any younger man in the same class of service.

27. Engineers assigned to regular trains will be furnished an engine for making each regular run.

28. Engineers on regular runs will be at liberty on arrival at terminal points; it being understood that when notified on arrival from their run that they may possibly be needed for special service before the regular time for going out, they will not absent themselves from their homes or boarding places without keeping the engine dispatcher advised as to where they can be found. Engineers on their lay-over will not be required to pull freight when extra engineers can be furnished.

29. (a) A bulletin board will be maintained at the engine dispatcher's office showing extra engineers, who will be used first in first out.

(b) Regularly assigned engineers will be kept on their respective divisions or territory, except in case of engine failure, washout, or other emergency.

(c) When a run extends over two or more divisions, each of such divisions will be entitled to representation thereon, on the mileage percentage basis.

30. When engineers have been in road service and drop back into switching service, their rights in road service will remain stationary during the period they remain in such service; provided, however, the rights of road engineers who may be assigned to switching service temporarily, will not be affected by this rule, if they avail themselves of the first opportunity to resume road service. (This not to apply to the Rochester division.) All switch engineers at present having road rights shall continue to hold same under this agreement.

31. Engineers absent by permission from proper authority, when returning will have the right to displace younger engineers from runs if such runs have been bid in during their absence.

32. An engineer will not be reinstated after six months' absence, unless absent by proper written authority.

33. When any regularly assigned engineer is called upon to do extra work away from his home terminal, he will be relieved by an extra engineer as soon as practicable.

34. After completing a trip of fourteen hours' or more continuous service, engineers will be allowed ten hours rest if desired, except in case of wrecks, washouts or other like emergencies. If more than ten hours rest is required, engineers shall so state when they register in, naming a definite number of hours rest required.

35. At points where air-pumping or air-testing engines are used, engineers who have been disqualified or disabled will be given the first option on these positions, if they are qualified for the work.

36. Engineers in yard service in Buffalo yard will not hold road rights. Road engineers on the Buffalo and Buffalo & Southwestern divisions, when incapacitated for road service and competent to perform satisfactory yard work, may drop back into yard service, subject to Rule 30.

37. Engineers running switch engines in Hammond yard will be subject to the rules that apply to Chicago yard, with this exception: One yard job will be filled by one engineer from the C. & E. division: this not to include the road job; second engine in Hammond yard service will be governed by seniority between Chicago engineers and C. & E. division engineers. All passenger and transfer runs between Chicago and Hammond will be governed by seniority between C. & E. division engineers and Chicago engineers. Should Chicago engineers be transferred to Hammond, seniority will govern in Hammond yard except as to road rights.

38. Engineers running light engines over a complete division will be furnished with a competent flagman, and when running light engines over a portion of a division will be furnished a flagman when it is practicable to do so. This rule not to apply to the light movement of pusher engines.

Engineers will not be required to haul trains when pushing rotary snow-plows in service. Engineers will not be required to operate flangers when hauling high-speed passenger trains or when such operation interferes with the safety of their movement.

39. Arrangements will be made, so far as possible, to have the shop forces at terminals place upon and remove from engines all tools, signals, marker equipment, oil cans, etc. At terminals, engineers will not be required to take sand, water or coal, where such work involves unusual delay, nor be required to clean fires or front ends at terminals.

III.498 NEW YORK STATE DEPARTMENT OF LABOR.

40. At terminals wedges will be adjusted by the shop force when requested by the engineer. Boilerhead fittings, including air pumps and engine throttles, will be packed, pit inspection will be made, driver boxes, tender boxes and engine truck cellars will be cared for by shop force. Engineers will report all necessary work on arrival at terminals.

41. If he so desires, an engineer leaving the service will be furnished a letter giving his complete service record.

42. A committee of engineers desiring to present any matter to the proper officers of the company will be granted leave of absence as soon as possible after the application therefor has been made.

43. All questions taken before the officers by the engineers will be answered in writing, if so desired.

This agreement will take effect January 1, 1907, will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty (30) days' notice to either party by the other.

J. C. STUART,

General Manager.

Accepted for the Engineers:

JOHN WONDERLY,

Chairman, General Board of Adjustment.

ENGINEERS, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.

CLEVELAND, O., *March 10, 1907.*

Effective at once the following rules and rates of wages for engineers will be in force:

1. *Passenger Service.*

	Per 100 miles.
On all engines	\$3 85

2. *Through Freight Service.*

On engines having cylinders 20 inches or greater in diameter	\$4 50
On all other engines	4 40

3. *Local Freight Service.*

Main Line & Franklin Division, on all engines	\$4 60
All other divisions, on all engines	4 35

4. *Switching Service.*

	Per hour.
Chicago territory, including Indian Harbor	\$0 37.5
Elkhart, Toledo territory	37
Cleveland territory	37
Ashtabula territory	37
Youngstown territory	37
Erie & Buffalo territory	37
South Bend, Sandusky and Detroit territory	37
All other points	35

5. Wrecking and Pushing.

Service will be paid for under the same rules as those of through freight.

5a. Work Train Service.

Per day.

Ten hours to constitute a day..... \$4 30

6. Light Engine Service.

Engineers running engines over the road light will be paid lower through freight rates.

7. Overtime Rates.

Passenger, after twelve hours at \$0 40

Through freight, on basis of ten miles per hour:

On engines having cylinders twenty inches or greater in diameter at. 45

On all other engines at..... 44

Local freight, after twelve hours at..... 42

Work train, after ten hours at 40

Switching service, regular switching rates, as provided for in article 4.

8. Deadheading.

Per mile.

When sent over the road in trains to take trains at other points.... \$0 02¼

9. Rates for Other than Locomotive Service.—When engineers are called into other than locomotive service, the rate of pay per hour will not be less than that of the service to which they are assigned.

Engineers not regularly assigned will be paid in proportion to their ability or efficiency as mechanics while at work in the shop or enginehouse.

10. Passenger Mileage Allowance.—In passenger service, actual length of run only will be paid for, except for those less than 100 miles, which will be rated as 100 miles. For round trip on the Buffalo, Erie and Oil City divisions the pay for a round trip will be \$7.70.

On all other divisions the round trip will be paid for at the rates named above for the actual distance, excepting that where less than 100 miles are run, that distance will be paid for.

For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

11. Freight Mileage Allowance.—In freight service, 100 miles will be allowed for all runs of that distance or less. Where runs are over 100 miles, the actual length of the run will be paid for. On the Buffalo, Erie, Oil City and Western Divisions, one round trip will entitle the engineer making it to two hundred miles distance allowance. On all other branch divisions the computation of mileage for round trips to be actual distance run, but no round trip to be rated at less than 100 miles. For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will

III.500 NEW YORK STATE DEPARTMENT OF LABOR.

be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

12. *Fractional Parts of a day in Switching Service.*—Engineers employed in switching service at all points, when called for duty, and five hours or fractional part are worked, one-half day will be allowed; all in excess of five hours and less than ten hours, one full day, but no compensation will be allowed for any subsequent service within the limit of the day, unless the aggregate compensation for the day exceeds the amount allowed.

13. *Fractional Parts of an Hour.*—In computing overtime in all services thirty minutes or excess will be considered as one hour. Less than thirty minutes, no compensation will be allowed.

14. *Computing Time.*—Engineers' time in passenger and freight service to be counted from thirty minutes prior to leaving time of train called for, and until engine is given up on track at terminal designated for such purpose.

Time of engineers when called for service and not wanted to be counted from time of reporting for duty until relieved from duty, with a minimum of three hours.

15. *Suspended or Discharged.*—Men suspended or discharged will be given a fair and impartial hearing within a reasonable time, and if found blameless, will be paid such wages as they would have earned during the time of suspension or discharge, the right being granted to select other men in the same class of service to assist in their defence.

Men deadheading over the road by order of an official of the railway company to attend investigations will be paid regular deadhead rates, where they are not found at fault, and provided other compensation is not allowed.

16. *Register Books.*—Enginehouses at the principal terminals to be provided with register books and engineers to register therein, name, time of calling and time for train called, and, on arrival, to register name and time of giving up engine on track designated for that purpose. Callers to have register books and register therein names of men, time of calling and train and time thereof for which men are called. Time of calling to depend on distance men are from enginehouse.

17. *Notification of Time Not Allowed.*—Engineers will be notified in writing when time is not allowed as per trip report, and reasons stated.

18. *Engineers Learning the Road.*—When engineers are transferred to the pool or transferred from one division to another, they will, if necessary to make round trip to learn the road, be paid for same.

GENERAL RULES.

1. *Seniority.*—In placing engineers in line for promotion, engineers promoted from firemen will be placed on seniority list from time of date of promotion as engineer, promotion to be understood as the date appearing upon the record in the office of the master mechanic, of the promotion of a fireman to an engineer.

2. *Promotions.*—When there are promotions in the service, seniority will govern if capacity is equal.

3. *Re-employed Engineers.*—The re-employed men will take position behind the youngest engineer in service in which he is re-employed, and should re-

duction reach him, instead of being dismissed from the service, he will be retained as an engineer holding the last job in that service in which he was re-employed. His position on the seniority list will be behind the last engineer on the list and in considering further promotion he will follow this engineer. This rule will not be retroactive, and the position of men as now established will not be disturbed, but should reduction in the force reach them, they will be treated as above. All men re-employed in future will be placed in accordance with above.

4. *Extra Service.*—Extra passenger, freight and switching engineers will run first in and first out in their respective service, seniority to govern in promotions only.

5. *Engineers Assigned to Regular Runs.*—Engineers who are regularly assigned to regular schedule freight runs and outpost yard jobs will be permitted to retain those positions (pushers and locals on J. & F. Division excepted) until their seniority standing entitles them to further advancement or a reduction in the force would bring their standing to the extra list, then they will be reduced according to their standing on the seniority list. Where vacancies occur in positions referred to or new runs created these will be bulletined and the senior engineer given preference and choice.

6. *Engineers in Through Freight Service will be Run in Pool System.*—Separate pools will be maintained on each division and an extra list on such divisions or at such points as may be deemed necessary. The men will be run first in and first out under all circumstances, except in case of an accident.

As far as possible, the pool is to be kept equalized at each end of the division, and yard men will not be called for road service to avoid deadheading men, causing men to be bunched and lay over at an unnecessary expense to them.

7. *Manning of Engines.*—Engines in yard service at Buffalo, West Seneca, Dunkirk and Erie and Buffalo Division locals and work trains shall be manned by former Buffalo Division men. Engines in yard service in J. & F. and Erie Division yards, also, on all Erie and J. & F. Division local and work trains (the term local trains meaning passenger as well as freight) shall be manned by former Erie and J. & F. Division men.

8. *Outpost Jobs.*—Positions in Erie yards to be considered as outpost positions in comparison with Dunkirk yard.

9. *Turn-around Runs.*—Yardmasters when ordering engines for freight trains shall notify engine dispatcher whether for through or turn-around runs. Enginemen shall not be required to take more than one turn-around when there are available men.

10. *New Runs or Changes of Time Card.*—When there are new runs created or a change in time card in regular passenger service, these runs will be bulletined and the senior engineer will be given the preference and choice.

11. *Time to Eat.*—Engineers will be allowed time to eat between the hours of eleven and one o'clock in all yard service.

12. *Pilots for Engineers.*—When necessary to have pilots for engineers, engineers will be furnished whenever it is possible to do so.

13. *Backing of Engines.*—The practice of backing up freight engines in road service will be reduced to a minimum.

III.502 NEW YORK STATE DEPARTMENT OF LABOR.

14. *Care of Headlights.*—Headlights on all road engines, single-crewed switch engines and work train engines will be cleaned by roundhouse force when such engines lay up at terminals.

15. *Care of Oil Cans.*—Oil cans will be taken off all road engines at all principal terminals by round house force.

All rules inconsistent with the above are hereby abrogated.

LE GRAND PARISH, *Superintendent Motive Power.*
J. J. BERNET, *General Superintendent.*

APPROVED:
E. A. HANDY, *General Manager.*

ENGINEERS, LONG ISLAND RAILROAD.

An agreement between the Long Island Railroad Company, leased lines and branches and engineers employed on same. We, the engineers, do hereby agree to strictly adhere to all clauses and articles in the following contract and agreement, when signed by the representative of the company and our engineers.

ARTICLE 1. Rates of pay for the government of engineers in road and yard service.

PASSENGER SERVICE.

Class of service.	FIRST YEAR.		SECOND YEAR AND AFTER.	
	Rate per day.	Miles per day.	Rate per day.	Miles per day.
Main line	\$3 40	115	\$4 25	115
N. Side division.....	3 40	110	4 25	110

Passenger engineers, first year men, 365 days' service as engineer, then advanced to full rates. Twelve consecutive hours or less, or mileage of 115 miles or less, equals one day. Time to commence at scheduled leaving time of train, except as per article 15. Except North Side Division, where twelve hours or less, or 110 miles or less equals one day.

FREIGHT SERVICE.

Class of service.	FIRST YEAR.		SECOND YEAR AND AFTER.	
	Rate per day.	Miles per day.	Rate per day	Miles per day.
Through	\$3 40	100	\$4 35	100
Local	3 50	100	4 50	100
Work	3 40	115	4 25	115

Freight engineers, first year men, 365 days' service as engineer, then advanced to full rate.

A local freight means either a package or a switching local. The class to which a train belongs to be decided when it is established. Twelve hours or less or mileage of 100 miles or less equals one day. Time to commence at marked leaving time of train. Except as per rule 15.

YARD SERVICE.

Class of service.	FIRST YEAR.		SECOND YEAR AND AFTER.	
	Rate per day.	Rate per day.	Rate per day.	Rate per day.
Drillers	\$3 00	30c.	\$3 50	35c.

Drill engineers, first year men, 365 days' service as engineer, then advanced to full rates. Ten hours or less equals one day.

ART. 2. Extra engineers will be paid according to class of service performed.

ART. 3. Crews assigned to special engines at Long Island City and Morris Park will be paid passenger rates.

ART. 4. Drill crews doing work on main running track outside the yard limits, as established by time table, will be paid freight rates for the time made; time to be the sum of all such movements made during the day. Thirty minutes or less no time. Excess of thirty minutes one hour.

ART. 5. Engineers not completing a specified run on account of leave of absence will be paid for actual time performed.

ART. 6. Extra list of engineers to be composed of the youngest engineers, at any given time not set back to firemen. The list to be reduced and youngest men set back to firemen, when the amount earned for a full month is below \$85. If the list of engineers is to be reduced, seniority rules will apply, regardless of position of the youngest men at the time. If the man reduced is on a regular assigned run, the first man on the extra list of the time of reduction will take the run. Extra list to be handled first in and first out, subject to the man's ability and knowledge of the road. In case an extra man falls into the run of a regular man, his ability and knowledge of the road, and experience being adequate, he will retain run until regular man returns, provided it does not exceed fourteen days, the oldest man making application before the expiration of fourteen days shall retain run until regular man returns. Extra men, if not available at the time of call in their turn, will be placed at bottom of the list. Engineers will be subject to suspension for refusing to respond to call for duty, and to such discipline as case may warrant on investigation.

ART. 7. Engineers living within one mile from terminals where men are called at present time and marked up to leave before 7 A. M. will be called at time requested.

ART. 8. Extra engineers will be paid on the basis of 6 hours or less, or 57½ miles or less one-half day, over 6 hours or 57½ miles, and not exceeding 12 hours or 115 miles, one day, and assigned run to be considered independent of extra work, or as completing a day's work. A regular man notified that he is required for duty at any period outside of his regular schedule work will be paid on the basis of an extra man, unless continuous service, when actual hours or miles made will be given.

ART. 9. Engineers, when called or reporting, in the absence of notice to the contrary, for work, when marked up and it is found that their services are not needed, one-half day will be allowed. When called and not used, they shall have the preference of first on the extra list, and after completing a day's work, shall go to the bottom of the list.

III.504 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 10. When permanent runs become vacant they will be advertised at all terminals for ten days, after which time the run will be assigned to the applicant who is the oldest in seniority standing, provided that his ability and knowledge of the territory upon which he runs is sufficient. If not familiar with the territory, he must familiarize himself on his own time before qualifying. In the absence of any applicant the company will assign a man, which will give all the rights for that run to which a regular applicant would have been entitled, and he will not be removed except for reduction in force beyond the extra list, or reduction of the service.

ART. 11. When additional summer or temporary trains, yard or pusher engines, are put on and are to extend over ninety days, they will be advertised and assigned to the engineer bidding them in according to his rank of seniority. When these temporary trains and engines are taken off, the engineer will resume his place on the trains and engines which he vacated, unless in the meantime he should have bid in some other train or engine. The vacancies caused by the engineers taking the temporary trains and engines will be temporarily filled without advertisement by the engineers ranking in seniority that apply for the same. Should these season runs be made permanent, they shall be readvertised.

ART. 12. Engineers who are taken off or suspended and not found guilty shall receive pay for all time lost. Regular assigned men for time lost by their runs. Extra men for each day or fraction lost from the time that they are taken off to the time they are notified to report to the engine dispatcher for service, when they will be first out on the extra list, twelve hours being full day in each twenty-four. This does not apply in case of ordinary calls for investigation, unless loss of run or trip occurs. The company will require such time as necessary conditions of service.

ART. 13. In case of change of terminals of regular assigned runs, either by blue print or time table run sheet, the man assigned to the run will have the choice of going with the run to the new terminal or of resigning his run and taking the seniority preference of other runs, other men affected having the same rights.

It is understood that when a regular run is broken up by time table or blue print, issued by road foreman of engines regulating engine runs, that the senior man affected by the time table or blue print may have seniority privilege of selecting new time table or blue print run, which is in part made up of his run.

When the winter schedule takes effect, any man who has been affected by the time table or blue print will be allowed to return to the run, as previously effected by the time table or blue print, or he will have the selection of the run made up at the time his run was affected.

ART. 14. In case an engineer is put on a run other than his regular run, which is often done in case of an emergency, he shall be placed back on his regular run at the first possible opportunity.

ART. 15. One-half preparatory time to be allowed to all men that make their day by hours. By "preparatory" time, we mean that a man's time will begin one-half hour before his train is scheduled or marked up to leave. It is understood that the exceptions to this will be work trains, wreck trains and yard service. This does not apply to extra enginemen marked up and not assigned to an engine.

ART. 16. Engineers required to attend court, inquest, or other special business for the company, will be paid for all time lost and all expenses while engaged on such business, at the rate of one day for twelve hours, or fraction in each twenty-four. They will be required to advise proper engine dispatcher, or designated person, as soon as released. Engineers assigned to regular runs will be paid lost time when not used in other service.

ART. 17. Engineers will be relieved upon the arrival of their engines at the ash pit at all designated terminals.

ART. 18. In case any engineer is in any trouble, which may affect his retention in the company's service, he shall have a fair and impartial trial before the proper officers of the company in the presence of one of their committee.

ART. 19. The preference of seniority will rule whenever the engineer has been in continuous service. A seniority list will be posted at Long Island City and Morris Park, showing the standing of each engineer. This list will be renewed and posted in the month of January of each year.

ART. 20. Engineers will be notified by return of time slip when time claimed is not allowed.

ART. 21. Engineers running locomotives at the time electricity takes the place of steam power will be given preference of employment as motormen.

ART. 22. Engineers deadheading for company's service will be allowed one-half the mileage which they make, it being understood that a man deadheading to cover a freight run, be paid on the passenger basis.

ART. 23. The committee of engineers will be granted leave of absence as soon as possible after applied for.

ART. 24. Engineers after being on duty sixteen consecutive hours shall be entitled to eight hours' rest, if they request it promptly on arrival at a terminal before going out again, except in case of wrecks and extreme emergency.

ART. 25. Enginemen called and held extra at any terminal shall be allowed both hours and miles.

ART. 26. One-half hour to be allowed for putting trains away at terminals where switch engines are employed. Where switch engines are not employed, engineers will switch their own trains, without extra pay, unless in excess of thirty minutes, when one hour will be allowed. This does not include race trains or paid extras.

ART. 27. All passenger runs to be kept within twelve-hour limit, when possible, proper service and economical results for the company to govern. Interruptions of continuous runs, two hours or less, to be included in time for day's work. Over two hours and crew relieved from duty, no time to be allowed, and not more than one swing to be considered in a day's work.

ART. 28. The right of appeal from the local officers to the general officers will be at all times allowed.

ART. 29. This schedule shall operate as an agreement and shall be binding for one year from date. It may be terminated at any time thereafter by giving thirty days' notice in writing on either side.

ART. 30. Motormen in the electric service at the change of time card, when a bid-in run is added to or extended to make the hours longer than the assigned run bid in, the motorman has the right to pick a run from the same terminal according to his seniority standing.

III.506 NEW YORK STATE DEPARTMENT OF LABOR.

ART. 31. The above rates of pay and rules shall apply to all motormen, except that 130 miles or less shall equal a twelve-hour day or less for motormen in passenger service. And it is further expressly stipulated that changes in the rates of pay and regulations for motormen will be considered on thirty days' notice in writing from either party.

For the company,

J. A. McCREA,
General Superintendent.

For the engineers,

L. G. GRIFFING,
D. McLAREN,
H. ASHMEAD,
J. BRENNAN.

Dated February 1, 1907.

Signed March 2, 1907.

ENGINEERS, NEW YORK CENTRAL & HUDSON RIVER RAILROAD.

NEW YORK, November 24, 1906.

Beginning December 1, 1906, the following rates of pay for enginemen and arrangement for handling same will be in effect.

Service.		Per day.	Per mile.
Passenger	All classes of engines	\$3 85	.0385
Freight	Classes G-2, G-3, G-4, G-5, H-3, H-12	4 50	.045
	Classes I and K	4 40	.044
	All other classes	4 40	.044
Switch	Switch engines (ten-hour basis)	3 75	
Ballast and filling	Freight rates according to class of engine.		
Work	Work trains (ten-hour basis)	3 85	.0385
Snow plow and flangers	If not regularly in work-train service		Freight rates according to class of engine.
Wreck	Enginemen in this service shall be paid miles where miles exceed hours, and hours where hours exceed miles, being paid road freight rate as per class of engine used. This not to include regular work trains.		
Pusher	\$3.60 per day (ten-hour basis), except that the enginemen on Byron grade shall receive \$4.10 per day (ten-hour basis), and the engineman on Clyde pusher shall be paid for actual mileage if over one hundred miles (ten-hour basis). On Pennsylvania division, road rates as per class of engine (ten-hour basis).		

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.507

Service.

- Helper** Enginemen running helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, shall be considered in road service. Enginemen running helper engines on Lewiston grade (R., W. & O. division), at West Haverstraw, Teaneck grade and west out of Watertown shall be paid road rates as per class of engine (ten-hour basis).
- Road hostlers** Road hostlers shall receive \$3.25 per day of ten hours.
- New engines** Enginemen going to Schenectady for new engines shall be paid road rates as per class of engine. Enginemen breaking in engines out of shop shall be paid road rates as per class of engine; the rate for the day to be governed by the class of engine they start in with.

On the R., W. & O. division enginemen on extra freight runs 75 miles or over in each direction shall be allowed 100 miles and actual mileage for over 100 miles. On extra freight runs under 75 miles in each direction continuous time shall be paid for the round trip except when conditions require engine crew to be relieved at opposite terminal, in which event 100 miles each way shall be allowed, calendar day to apply.

St. L. & A. R. R.

	Per day. Per mile.	
Passenger, all classes of engines	\$3 35	.0335
Freight, all classes of engines (ten-hour basis)	3 60	.036
Work, work trains (ten-hour basis)	3 60	.036

GENERAL RULES.

1. A day's run to be one hundred miles or less, time and mileage to be computed and carried out separately for each calendar day's work unless otherwise agreed with the men.
2. When an engine is used in passenger service the engineman shall be paid passenger pay. When an engine is used in freight service he shall be paid freight pay. When an engine starts in freight service and finishes in passenger service over a division the engineman shall be paid freight pay for the entire trip.
3. Overtime shall be paid on the basis of ten miles per hour, time to commence at the time enginemen are required to register at the engine house, providing enginemen are on hand at that time, and end when engine is delivered at point designated by the company. This is not to apply to work train, pusher and switch enginemen. All under thirty minutes to be given to the company; thirty minutes or more to count a full hour.
- Overtime shall be allowed work train, pusher and switch enginemen after ten hours and thirty minutes, time to commence when men are required to be on hand to take charge of their engines, providing enginemen are on hand at that time, and end when engines are delivered at point designated by the company. Enginemen shall be required to register where register books are located.

III.508 NEW YORK STATE DEPARTMENT OF LABOR.

4. Enginemen in passenger service shall be paid mileage for taking engines to and from engine house to turn unless hostlers are provided for that purpose.

5. All enginemen hired shall receive first-class pay.

6. Enginemen should be required to live within a reasonable calling limit, and when they reside within one mile of engine house they shall be called not to exceed two hours before they are required to register at the engine house.

7. Enginemen shall be paid for actual time lost when serving as witnesses for the company. If not required to lose time they shall receive 100 miles per day at proper rate.

8. Enginemen when deadheading over a division by orders from proper official shall receive half pay for such deadheading, and when they do not get out of a terminal within six hours after arrival on such deadhead trip and have done no other work on that calendar day shall receive one day's pay at proper rate.

9. Enginemen shall be furnished time passes over the division on which they are employed.

10. Enginemen displaced in passenger service and compelled to go into freight service shall take such place in freight service as their seniority rights on list as enginemen would entitle them to, they to be first men called to enter passenger service. Failing to respond, they shall lose their former rights in passenger service. Should they again enter passenger service they shall be the youngest men in that service.

11. Enginemen in road service asking to go into yard service and allowed to do so, and later going back into road service, shall have the time they were in yard service taken from their road rights. An engineman forced out of yard service through no fault of his own shall have no road rights taken from him for time he was in yard service.

12. If an engineman is incapacitated for road service he shall hold rights in yard service according to his age as an engineman. This shall also apply to men taken out of road service for disciplinary reasons except that the latter shall not be permitted to displace an engineman holding a regular position in yard service.

13. If an engineman is placed in yard service by the company he shall make written application for road service to the proper official within one year or forfeit his rights in road service. If application is not acknowledged by the proper official in ten days he shall make another application. Signing or bidding for a run shall not be considered as making application in writing.

14. Enginemen displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service. Summer runs are not to be considered as regular or permanent runs.

Enginemen bidding in summer runs may go back on runs they formerly held providing they have not been bid in by older men, but they cannot displace men on any other runs. In the event of their former runs being bid in by older men they shall go on the extra list until such time as they can bid in another run.

An engineman is considered displaced, first, when he is removed to make way for an older man; second, when his run is taken off; third, when home terminal changes; the superintendent and the committee to be the judges as to whether a home terminal is changed or not.

15. When a question arises as to the probable length of time an engineman shall be out of service or off his run, after sixty days the run shall be advertised conditionally:

1st. That when the original holder of the run returns, or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he shall return to the run he originally held, and so to the end of the list, each man going to the run he formerly held.

2d. When it is known that the original holder of the run is permanently out of the service, the run shall again be advertised.

16. If an engineman gives up a conditional run for another conditional run he cannot go back upon run first held if he is displaced from the second.

If an engineman leaves a conditional run for a summer run and the summer run is taken off he cannot go back upon the conditional run.

17. The oldest engineman in line of service shall be given preference in work or runs, other things being equal. This means that seniority shall prevail in all classes of service—as passenger service, freight service and yard service. This is not to apply in passenger service where there are no regularly assigned extra passenger enginemen doing passenger work only.

On the R., W. & O. division straight seniority shall prevail, the oldest engineman being given preference in work and runs, other things being equal, except that enginemen disqualified from road service and engaged in yard service shall not be displaced by road enginemen requesting to be assigned to yard service, and yard enginemen disqualified from road service shall have no road rights.

18. Enginemen held in readiness for service on Sunday or any other day and not used shall be allowed a day's pay for each ten hours or fractional part thereof.

19. Enginemen called for service and not used shall be allowed a day's pay.

20. Enginemen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, be allowed to choose some engineman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested shall be notified to be present. Indefinite suspension shall not apply as discipline. Records of enginemen who have suffered suspension and been found blameless shall remain as previous thereto and they shall be paid for time lost. Enginemen shall be notified of cause and length of suspension.

21. Enginemen after completing trip taking over twelve hours and less than eighteen shall be allowed ten hours' rest; if over eighteen hours, fourteen hours shall be allowed. If more than fourteen hours' rest is desired they shall arrange for same with the engine-house foreman.

22. The number of enginemen shall be kept at the lowest possible limit necessary to perform the work, and when reductions are made in the force the youngest men in the service shall be taken off first.

23. The company shall furnish hostlers and inspectors at all terminals.

24. Pooled and extra enginemen shall be run first in, first out; but where there are no extra passenger enginemen the oldest pooled or extra engineman shall be entitled to the extra passenger work. Where enginemen are pooled in slow freight service there shall be a regular pool and extra list.

III.510 NEW YORK STATE DEPARTMENT OF LABOR.

25. Superintendents shall give to all enginemen opportunity to ascertain their age and rank in the service. A list shall be placed in the principal engine houses giving age in service, and shall be renewed once each year.

26. Enginemen on regular runs, if used to make another trip after arriving at terminal and after completing day's work of 100 miles or more, shall be allowed at least 100 miles additional for such extra trip.

27. When enginemen are assigned to regular runs or engines, in case engines are held for repairs, other engines shall be furnished in place thereof, when practicable, so that regular enginemen shall not lose time. The understanding is that enginemen bid for runs or positions, and not for engines.

28. When the service as reported on the time slip is not allowed, the engineman making slip shall be notified of change in writing within five days with reason given for not allowing it.

29. Enginemen's rights shall commence from the first day they run a locomotive after their promotion.

30. On the Mohawk and Western divisions enginemen who were formerly employed on the West Shore railroad shall be given their place according to age and rank in the service except that regular trains that are now assigned to them shall not be taken from them.

31. The engines in New York known as dummy engines shall be classed as switch engines, and enginemen shall receive standard pay.

32. Enginemen in yard service, who desire to do so, may arrange to work week about, day and night.

33. All engines shall be furnished back curtains at all times, and side curtains from November 1st to May 1st.

34. After January 1, 1904, no question as to rights shall be entertained if of more than two years' standing.

35. Switch engines in Salina yard shall be manned by R., W. & O. division men.

36. Enginemen shall be paid actual extra mileage for helping or doubling hills or going for water outside of water limits or going for coal, but this should be understood to apply only where total mileage exceeds 100 miles.

37. Enginemen on pusher engines at Byron, Fairport, Lyons, Clyde, Whiskey Hill, Canaseraga, Oneida, Schenectady, Albany and Rensselaer shall be classed as switch enginemen as to rights.

38. Switch enginemen shall be given one hour for meals, commencing between 11.30 and 1.30 in day or night service, and if required to work during the time specified thirty minutes shall be allowed for the meal and one hour additional pay.

39. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur, and bidding shall close in ten days after the run is posted. The oldest engineman bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time candidates may make application for one or all, stating their preference. Failure to bid for vacancies shall not affect seniority.

Enginemen absent by permission from proper authority shall have the right to displace younger enginemen from runs if such runs have been bid in during their absence.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.511

40. Enginemen set back firing owing to falling off of business shall be placed as soon as possible on runs to which their age entitles them. Their records in the latter case shall be included as enginemen, but while filling the duties of firemen they shall not be permitted to bid in positions as enginemen.

41. Running pony engines shall be classed as special service and shall not affect an engineman's rights to other classes of service. Enginemen leaving that class of service shall take their place in the service to which their age as enginemen entitles them, subject to the rules.

42. Enginemen may have thirty days' lay-off on receipt of permission from proper officer without written leave of absence, and if off over thirty days and under ninety days to have written leave of absence from division superintendent. If absent over ninety days time shall be deducted on seniority list. This shall not apply in case of sickness, disability or while engaged in committee work or special duty for the company.

43. When a run is restored after having been off over sixty days it shall be advertised the same as a new run. If restored within sixty days the man who held the run when it was taken off must go back upon it unless he has regularly bid in another run.

44. Enginemen shall receive in their line of service pay for learning the road when ordered to do so by the superintendent, the latter to be the judge of the time necessary to be allowed. This shall only apply when the company orders men to learn a portion of the road they are not familiar with and not when an engineman bids in a run on such territory. One hundred miles or less shall constitute a day, over 100 miles to be paid pro rata.

45. Pooled or extra enginemen shall not be turned more than one time away from home terminal unless there are no other available men and the conditions will not otherwise prevent.

Yours truly,

C. F. SMITH,

P. E. CROWLEY,

General Superintendents.

Approved:

J. P. BRADFIELD,

Assistant General Manager.

Memorandum of agreement made between committee of engineers representing the New York Central and committee of engineers representing the New York, New Haven & Hartford, both represented by Mr. E. W. Hurley and the general managers of these companies, as of date November 30, 1906, namely:

That the engineers take positions as engineers of the electric engines or multiple unit trains under the prevailing steam schedule, to be continued until the expiration of a thirty days' notice, which may be given by either party after the electric operation is in full effect, with the understanding that at the end of such thirty days' notice, provided it is shown that the opportunity to make mileage on the electric engines and multiple unit trains is more advantageous to the men and to the company within the same number of hours than on the steam locomotive.

Then, and in that event, the engineers will grant to the company or the company will grant to the men such concessions as are shown to be fair and equitable.

III.512 NEW YORK STATE DEPARTMENT OF LABOR.

This applies to the initial electric zone as it now exists, from Forty-second street to High Bridge and from Forty-second street to Wakefield on the New York Central, and from Woodlawn to Stamford on the New Haven. .

However, providing this operation is extended beyond said points, High Bridge, Wakefield and Stamford, the same rates and conditions of this agreement will apply to such extensions until otherwise adjusted.

If there is any question as to the date of such commencement of electric operation the respective committees will agree with the general managers of the respective companies as to what date shall be considered as the date effective.

For the engineers:

J. M. WATSON,
Chairman.

F. S. EVANS,
Chairman.

For the companies:

A. H. SMITH,
V.-P. & G. M., N. Y. C. & H. R. R. R.
S. HIGGINS,
General Mgr., N. Y., N. H. & H. R. R.

ENGINEERS, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.

Schedule of instructions and rates of pay affecting engineers on The New York, New Haven and Hartford Railroad.

ARTICLE I.

INVESTIGATIONS.

All engineers will be given a fair chance to defend themselves against charges in holding investigations. Superintendents and master mechanics will be careful to get all information possible and hold investigations as soon as practicable. Engineers who are disciplined and afterward found innocent shall receive pay for time lost. All engineers disciplined will be notified of same in writing. Engineers receiving such notice shall acknowledge receipt of same.

All engineers interested will be allowed to choose one or two disinterested engineers in the employ of the company to accompany and speak for them before boards of investigation, if they so desire, when an appeal is made after the first investigation, and will have the privilege of appearing before each official up to the general manager.

It is further agreed that in event engineers selected fail to adjust grievance, the matter can then be taken up and disposed of in accordance with the practice now in vogue on system, the case to be disposed of under the supervision of the engineers selected.

ARTICLE II.

TIME LIMIT ON APPEALS.

If an engineer is discharged or suffers actual suspension and is not satisfied with the justness of the discipline, the case if appealed must be brought to the superintendent's attention within fifteen (15) days of the date on which

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.513

discipline is inflicted. If an appeal is taken from the decision of the superintendent, the appeal must be made in writing within thirty (30) days of the date of the superintendent's final decision. In all such cases the Superintendent shall notify, in writing, the aggrieved party of his decision and send a copy of such notice to the chairman of the committee.

ARTICLE III.

PASSENGER TRAINS.

Engineers on all passenger trains shall receive three dollars eighty-five cents (\$3.85) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles they shall receive three and eighty-five hundredths (3.85) cents per mile. On suburban trains eleven (11) hours or less shall constitute a day's work; on all other passenger trains twelve (12) hours or less shall constitute a day's work. For all over eleven (11) hours on suburban trains, and for all over twelve (12) hours on other passenger trains, engineers shall receive thirty-eight and one-half (38½) cents per hour.

Engineers running light engines will be paid passenger rates when not in connection with freight work.

ARTICLE IV.

FREIGHT AND WORK TRAINS.

Engineers on all freight and work trains shall receive four dollars forty cents (\$4.40) per day. One hundred (100) miles or less shall constitute a day's work. For all over one hundred (100) miles they shall receive four and four-tenths (4.4) cents per mile.

Eleven (11) hours or less shall constitute a day's work. For all over eleven (11) hours they shall receive forty-four (44) cents per hour.

When an engineer on a work train has been in service eleven (11) hours, it will be understood that he has completed a full day equivalent to one hundred (100) miles, and if required to do further service he will be paid miles and hours. If called upon after leaving the company's premises, it will be considered another day.

ARTICLE V.

MIXED TRAINS.

Engineers running passenger and freight trains, or doing part passenger and part freight work, and engineers on passenger trains that haul a freight car in any part of the trip, or are called upon to deadhead less than one hundred (100) miles to take a freight train, will be considered as performing mixed train service and will be paid accordingly.

Mixed trains and mixed service will be paid freight rates.

No two classes of pay will be allowed in one day's road service.

Mixed trains and mixed service does not include switching.

Eleven (11) hours or less shall constitute a day's work; for all over eleven (11) hours they shall receive forty-four (44) cents per hour.

ARTICLE VI.

ENGINEERS DEADHEADING.

Engineers deadheading over the road under orders, less than one hundred (100) miles, shall be paid passenger rates, provided it is not in conjunction with freight or mixed service.

III.514 NEW YORK STATE DEPARTMENT OF LABOR.

Men called upon to deadhead one hundred (100) miles or more will be paid passenger rates.

A man deadheading from one point to another shall receive a full day's pay at passenger rates if he does no further work that day. No man is to receive less than a day's pay if he is called, or goes out or is under orders.

An engineer deadheading under orders to take a regular run or job for one day shall be paid continuous time from his initial point until he returns to his initial point and be paid deadhead mileage as extra service. The time of an engineer beginning his day's work by deadheading shall be continuous from the scheduled leaving time of train on which he deadheads until he is relieved at the end of the day.

When an engineer goes to take a run that he has bid in, deadhead mileage will not be allowed.

Extra men when relieved by men who have bid in or selected runs will be paid deadhead mileage to the point where they are obliged to report.

If an engineer loses his run or job through no fault of his own, deadhead mileage will be allowed to the initial point of run or job which he selects.

ARTICLE VII.

LEARNING THE ROAD.

Regular engineers learning the road shall be paid passenger rates, and in no case shall they receive pay for less than one hundred (100) miles; and they shall be paid their time for qualifying at passenger rates.

Any man bidding in a run will learn the road and qualify at his own expense.

Spare engineers shall have the privilege of learning the road and qualifying at their own expense.

Engineers transferred from one division to another for the convenience of the company shall be paid for learning the road.

Engineers forced by seniority to some other run will be paid for learning the road.

Engineers hired will learn one division of the road at their own expense.

ARTICLE VIII.

REGULAR ENGINEERS CALLED UPON.

Regular engineers called upon two (2) hours or more before beginning of their regular day's work will be paid a full day; if called less than two (2) hours, they will be paid hours as extra service, sixty (60) minutes or less to count as one hour.

Regular engineers required to do extra work in the middle of the day shall be paid for such work as extra service according to the schedule. An extra added to a run in the middle of the day will be paid for as extra service for thirty (30) days.

Regular engineers who are called upon to do extra service after completing their regular day's work, or run of one hundred (100) miles or less, shall be paid for further service for the actual miles made in such service and the hours as extra after they have been on duty the stipulated number of hours for a day's work for the class of service under which their regular day's work comes; the hours to count from the beginning of regular day's work.

If called upon after completing regular day's run, and having left the company's premises, it will be considered another day.

Regular engineers shall not be called upon to do extra service before or after completing their regular day's work if spare men are available.

In cases not covered by the schedule where they are called upon to remain on duty they shall be paid pro rata rates per hour for time so delayed or employed.

When an engineer is taken from a regular run to cover any service which pays less than his regular run the company will make good the difference, so that the engineer will not experience any loss in pay.

ARTICLE IX.

SPARE AND EMERGENCY.

Spare engineers shall be run first in first out, so far as it is possible with the requirements of the service, and when an engineer is assigned to a temporary vacancy he shall remain on the same, provided he is competent, until regular man returns. They shall also receive rates of regular men while on the road.

Spare men not being at home when called shall be placed at the bottom of the list. A bulletin board shall be established in all engine houses where spare men are assigned.

Spare and emergency men when held on duty shall be paid passenger rates per hour, ten (10) hours or less of service to constitute a day's work; when sent out on the road they shall be paid their hours in house and miles on road, road rates to govern the rate for hours in the house when miles are less than one hundred (100), when miles are over one hundred (100) passenger rates will be paid for hours in the house; after completing a full day in the house and then sent out on the road they shall be paid hours and miles for such service, time to be computed from beginning of their day's work in the house, and end as per article on computing time. Also, when making house time and switching they will be paid their hours in house at passenger rates and their hours in yard at switching rates per hour, but when they switch a full day of eight (8) or ten (10) hours they shall be paid a full day at switching rate in addition to their hours in the house, but in no instance shall they receive less than one (1) full day's pay.

ARTICLE X.

SWITCHING SERVICE.

All switching yards shall be straight eight (8) or ten (10) hour yards. All engineers on switchers in eight (8) hour yards shall be paid three dollars thirty-five cents (\$3.35) per day; eight (8) hours or less to constitute a day's work, all over eight (8) hours shall be paid pro rata rates per hour. All engineers on switchers in ten (10) hour yards shall be paid three dollars fifty cents (\$3.50) per day; ten (10) hours or less to constitute a day's work, all over ten (10) hours shall be paid pro rata rates per hour. When required to work ten (10) hours or more, one (1) hour of the ten (10) shall be allowed for dinner, near the middle of the day's work; when required to work any part of the dinner hour, they shall be paid one (1) hour extra at switching rates.

When engineers are required to work overtime and the same exceeds one-half of the regular day, they shall be paid one (1) day for it.

III.516 NEW YORK STATE DEPARTMENT OF LABOR.

Engineers on switching jobs, after having completed a regular day's work and then sent out on the road, shall receive miles and hours for such extra service.

Engineers running regular switching jobs in yards who are sent out on the road a short distance within their regular switching day, shall be paid their regular day in the yard at switching rates plus their mileage on the road at road rates.

In all cases where switching is being done a member of train crew giving signals shall be in plain view of engine crew.

ARTICLE XI.

SWITCHING ON ROAD AND AT TERMINALS.

Engineers in road service on freight trains, at points where there is no regular switching crew employed, are to do the necessary placing of cars without extra compensation, but where there is a regular switching crew employed at any hour of the day or night road crews are to set out the cars they have for that station, and the switching crew is to do the placing on private sidings, freight house sidings, or individual tracks, but if the road crews are called upon to do this work, they shall be paid switching rates, the same to apply to cars picked up by freight trains. The switching crew is to get such cars for each train all together to be picked up by the road engine, but if it is necessary to call on the engine crew to do this switching, which should properly be done by the switching crew, they shall be paid for such work at switching rates. Time consumed at such points shall be accumulative and time allowed accordingly. Time commences when engine is prepared to switch and ends when through switching, sixty (60) minutes or less to count as one (1) hour. The conductor of the train shall certify to switching so done at all such points during the trip.

When yardmasters or agents at intermediate points where switching crews are employed have the cars at their station in station order for the road trains to pick up and the conductor of the train considers it necessary to switch them in station order with those in his train, such switching is to be classed as a part of the train's regular work and no pay for the switching allowed.

The following shall constitute switching: picking up a car or cars not ahead on siding; taking cars from more than two (2) sidings; setting off cars on more than two (2) sidings.

Passenger engineers shall not regularly do any switching at points where switching engines are employed, but if called upon in emergency they shall receive switching rates provided the time consumed is thirty (30) minutes or longer. Time commences when engine is prepared to switch and ends when through switching.

Passenger engineers that are required to do switching where switching engines are not employed shall be allowed switching rates for such work, less than thirty (30) minutes not to be counted.

ARTICLE XII.

TERMINAL DELAYS AND SWITCHING.

When from any cause an engineer is delayed in delivering his engine on track designated for that purpose after arrival at final terminal, he shall be

paid for such delay as extra service; forty-five (45) minutes to count the first hour, one hour and thirty minutes to count as two hours; this not to apply to trains already earning overtime.

Engineers required to take their own train to and from station and yards shall be allowed mileage provided it is fifty one-hundredths (50-100) of a mile or more. Engineers required to take their own trains from or to yards or stations, then cut off and go for other cars such as baggage and express cars, time shall be computed from time engine is cut off train until it is returned to its train again, but if called upon to take other than their own train to or from station or yard will be paid switching rates; time to be computed from time engine is ordered to be on train until cut off and on its own train, less than thirty (30) minutes not to be counted.

ARTICLE XIII.

HOSTLING ENGINEERS' DUTIES AND PAY.

At all points where eight (8) or more engines put up, there shall be men provided to take charge of and hostile engines. Hostling engines shall consist of having fires cleaned, ashes and sparks drawn, coal, sand and water taken, at all points where hostlers are employed whether engine puts up there or not.

At points where it is necessary to use engineers as regular hostlers they shall be paid two dollars fifty cents (\$2.50) per day. Ten (10) hours or less shall constitute day's work; overtime shall be paid at the rate of twenty-five (25) cents per hour.

When engineers other than hostler engineers are required to hostile engines, they shall receive passenger rates per hour; sixty (60) minutes or less to count as one (1) hour.

In no case is a man a hostler engineer unless he is out of road service. Engineers used as hostlers shall be paid passenger rates.

ARTICLE XIV.

COMPUTING TIME, OVERTIME AND MILEAGE.

A day's work for engineers shall begin at the time engine is scheduled to leave engine house or storage track and shall end when engine is delivered back for final disposition for the day. All engine crews shall be scheduled or ordered from the above named points.

In computing overtime made by engineers less than thirty (30) minutes shall not be counted; thirty (30) minutes over the regular day's work shall be counted as one (1) hour unless otherwise specified.

In computing mileage the actual miles made and fractions thereof shall be used, and when the fractions of the total miles for the day equal fifty one-hundredths (50-100) of a mile or more a full mile will be allowed.

Engineers running light engines to and from their trains will be allowed mileage so made, provided it is fifty one-hundredths (50-100) of a mile or more.

Engineers on double runs, running alternate days, making a round trip one day and entitled to lay off the next, will be paid not less than two (2) full days for the run. If engineers for any reason other than their own are deprived of making their full trip, they shall be paid the regular mileage of the trip. These engineers can be used on other runs without extra compensation, unless they exceed the regular mileage. No engineer shall receive less than a day's pay if he is called, or goes out or is under orders.

III.518 NEW YORK STATE DEPARTMENT OF LABOR.

ARTICLE XV.

SENIORITY RIGHTS.

Rights of engineers to preference of runs shall be governed by seniority in service. An engineer losing his run by reason of its having been discontinued or having been taken by an engineer his senior, or for any reason not brought about by any fault or action of his own, shall be entitled to take any run on the same division held by an engineer his junior in seniority. Any engineer having taken and held a run ten (10) days after bulletin notice from proper officers that such run is vacant or open to seniority choice of the engineers without claim in writing being made for said run to the division master mechanic by some engineer entitled to said run by reason of seniority, shall not thereafter be displaced from such run on account of seniority right of other engineers, except by reason of said run being claimed by a senior engineer whose run has been taken from him through no fault or action of his own.

An engineer losing his train as per seniority rule will be required to make a choice of runs within fifteen (15) days, and will go on the spare list until he makes his selection; failing to make his selection within fifteen (15) days he will remain on the spare list until he bids in a run.

ARTICLE XVI.

ADVERTISING RUNS AND JOBS.

Vacancies on all runs or jobs shall be advertised on all bulletin boards of the division on which they occur for ten (10) days and the oldest engineer in service will be given the preference as per article No. 15, if competent, and shall be given a fair chance to prove his ability. Jobs will be posted as soon as possible after vacancies occur. When an engineer bids in a job or run, he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

Changing of the initial point of a run, a new run on time-card, or changing the leaving time of a run four (4) hours or more shall constitute a new run.

Engineers bidding in a run shall be placed on such run or job within five (5) days after bids have expired, and master mechanic will notify them that such run has fallen to them; failing to take the run they shall go on the spare list.

The company reserves the right to select engineers for official trains.

ARTICLE XVII.

SEASON RUNS.

Season runs or jobs shall be advertised on bulletin boards and the oldest engineer in service applying for them shall be placed on such runs. Should any of these season runs become annual runs they shall then be posted as such as per article No. 16.

Engineers holding annual runs and bidding in season runs shall when such season runs are taken off revert in rotation to their annual runs. Meanwhile their annual jobs or runs shall be posted as season runs.

Engineers holding annual runs and losing such runs for any reason other than their own can displace younger men running season runs, and when such

season runs are taken off they can take any job held by a younger man. An engineer who has annual rights does not lose them, unless he allows himself to revert to the spare list.

Engineers bidding off season runs and not holding annual rights will when they lose such jobs for any reason other than their own, be permitted to displace junior men running other season runs.

Trains that are scheduled on the time table for a certain period, or season of the year, also trains that are run as regular extras, and engines in helper service, shall be season runs, but no extra train shall be considered as a regular extra until it has run for a period of forty-five (45) days.

All runs or jobs starting from initial point under white flags shall be considered as season jobs and advertised as such.

When an engineer on a regular run is off sick, or in service for the engineers for a period exceeding sixty (60) days, his run will be posted as a season run.

When an engineer is taken off his run and placed in an official position by the company, his run shall be posted as a season run; should such appointment be for a period exceeding six (6) months his run will be posted as an annual run. Should he after six (6) months revert to the position of engineer, he shall not lose any of his seniority rights as an engineer; but when he is relieved from such official position he will not displace any one but assume his seniority rights as vacancies occur on his division.

Additional sections of trains, if advertised, will be season runs.

ARTICLE XVIII.

DOUBLING HILLS.

Engineers having regular runs will be paid extra for the mileage made in doubling hills, it being understood that regular extras shall be considered as regular runs. Engineers on extras will have this mileage made added to their mileage.

ARTICLE XIX.

ENGINEERS FAIL TO WORK A FULL DAY.

When an engineer fails to work a full day as laid down by the company through any reason of his own, he shall be paid not less than the hours he works, or the miles he runs, and should the amount made by both men be less than the regular pay for the job or run the difference will go to the man relieved; if the regular man can be relieved without extra expense to the company he shall be paid a full day, but in all cases the man who relieves him shall be paid as per schedule.

When an engineer is taken sick and so reports before he starts, or is injured while on duty, or it is necessary for a man to be off duty for any reason and he is not relieved at the starting point or time of his day's work, but is required to work for a certain time or run to a certain point before he is relieved, he will be paid not less than a full day.

ARTICLE XX.

ATTENDING COURTS.

Engineers attending courts, inquests, or other business by order of the company shall be paid the same amount they would have received had they

remained at work. They shall also be paid necessary expenses while held for such service. If called in for investigation, when not subject to discipline, or examination before starting, or during their lay-over in the middle of the day, or after completing their day's work they shall be paid for the time held in such service at their regular rates; less than thirty (30) minutes not to be counted.

If called two (2) hours or more before their regular day, or while off duty, they shall be paid not less than one (1) day's pay at passenger rates.

ARTICLE XXI.

TIME NOT ALLOWED.

When time claimed by engineers is not allowed they shall be promptly notified in writing and given the reason why such time is not allowed; this will be done in all cases and the notice shall come from the superintendent or the master mechanic.

A man regularly assigned in either regular or spare service to a division shall report any work done on that or any other division to the superintendent of the division on which he is assigned so that all his pay shall be carried on one roll.

ARTICLE XXII.

WORK NOT REQUIRED OF ENGINEERS.

Engineers shall not be required to shovel coal on tenders, clean engines or fires, take sand or water, clean, fill or light headlights or signal lamps, but this does not relieve engineers of the responsibility for knowing headlights and lamps are in good order before starting out. Engineers shall not be required to set up wedges or do any packing or other work on their engines when reported on work books at points where there are repairmen. All engines in emergency service when ordered out shall have rod cups and lubricators filled.

At points where repairmen are not employed and engineer is required to do necessary work while engine is laid up Sundays, or during or after the regular day's work, he shall receive passenger rates per hour while so employed, and all work so done must be approved by the master mechanic.

Engineers will not be required to go underneath engines to inspect them and will not be held responsible for work when reported on work books.

ARTICLE XXIII.

CALLING AND REST.

The company will furnish callers for engineers living not more than one (1) mile from engine house. Engineers living within calling limit who have regular runs, will be called between the hours of 9 P. M. and 8 A. M. Engineers called and not wanted shall be paid a day at passenger rates. Spare engineers living outside calling limit who have telephone shall be called in turn at any hour of the day or night. Permission to report on or off duty may be asked for by telephone.

If an engineer has been in service long enough to require rest and makes request for same to proper official he can have it.

If an engineer is relieved from duty by the company at other than home terminal on account of being on duty excessive hours, he will be paid mileage, at passenger rates, to home terminal.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.521

Engineers on double runs, who are relieved from duty at home terminal, on account of being on duty excessive hours, will be allowed to take their run at turning point, provided they do so at their own expense.

ARTICLE XXIV.

EXTENSION OF RIGHTS.

All branch lines and divisions the motive power of which is under the supervision of the same master mechanic will be treated as one division as regards seniority rights of engineers. Harlem River branch and yard will be considered as part of the New York division.

ARTICLE XXV.

REDUCING THE FORCE.

When there is a surplus of engineers for the business of the road engineers in point of seniority shall have preference for employment. Whenever it becomes necessary to reduce the force of engineers it shall be done by taking off engineers per seniority list of the division taken in reverse order, they to revert to the position held before promotion.

Engineers hired by this company, when it is necessary to reduce the force, will be given leave of absence until it is necessary to increase the force, and all men reduced will retain their roster standing as engineers.

It is understood that the force of engineers shall be reduced when the average pay of the extra engineers on their division falls below twenty dollars (\$20.00) per week for the space of three (3) consecutive weeks.

ARTICLE XXVI.

TRANSFERRING ENGINEERS.

When it becomes necessary for the best interest of the company to transfer engineers from one division of the road to another, the youngest engineers in service on the division shall be the ones transferred, and they shall retain all their seniority rights. Men thus transferred shall not assume their rights to seniority rule until vacancies occur. Men who are thus transferred and wish to return to their home division shall make written application to the master mechanic within six (6) months from time they were first transferred; failing to do so, they shall relinquish all claim to return to their home division. Engineers transferred at their own request shall be regarded as new men.

ARTICLE XXVII.

ROSTER.

A roster for each division shall be conspicuously placed in the principal engine houses so that it may be referred to at any time. The roster will be corrected at least every six (6) months if changes occur during that period.

The following rule shall establish the seniority of engineers: Men who are hired or promoted to engineers shall date from the day they are regularly assigned to service as an engineer in accordance with seniority rule, and should more than one man be assigned to service as an engineer on the same day they shall take their roster standing as engineers in accordance with their previous length of service on locomotives of this company.

ARTICLE XXVIII.

EQUALIZING RUNS.

When trains are run over two (2) or more divisions and there are opposing trains, the trains shall be equally allotted to the divisions over which the trains are run. If there are no opposing trains the division over which the greatest mileage is made will be awarded the train. If a season train is put on and there is no opposing train, it shall be alternated annually between the divisions over which it runs. This is to apply to division lines as at present arranged in accordance with article No. 24. These changes will be made only when runs are rearranged or vacancies occur.

ARTICLE XXIX.

EXTRA TRAINS ANNULLED, ETC.

When an extra train has been annulled for a period not to exceed seven (7) days the engineer placed on the run shall be entitled to hold it for the fifty-five (55) days necessary to elapse from the day that it was first put on before it can be bid in.

If after any job has been bid in and should be temporarily annulled for a period not to exceed fifteen (15) days, the engineer holding it shall not lose his rights to the job, provided he does not bid in another job during the temporary annulment. The engineer shall be permitted to go on the extra list during the temporary annulment, but if the annulment exceeds fifteen (15) days the engineer shall then be required to make his selection. This rule as far as it affects the annulment of a train shall apply to switching jobs.

ARTICLE XXX.

ENGINE IN SHOP OR DISABLED.

When it is necessary to shop an engine assigned to a regular run, the crew of such engine shall be furnished with another engine so that they will not lose any time by reason of the regular engine being in the shop.

When an engineer calls for another engine on account of the engine he is running being disabled in service, an engine will be furnished him so that he can hold his train.

ARTICLE XXXI.

OTHER POWER SUBSTITUTED FOR STEAM.

Memorandum of agreement made between committee of engineers representing the New York Central and committee of engineers representing the New York, New Haven & Hartford, both represented by Mr. E. W. Hurley, and the general managers of these companies, as of date November 30, 1906, namely:

That the engineers take positions as engineers of the electric engines or multiple unit trains under the prevailing steam schedule, to be continued until the expiration of a thirty (30) days' notice which may be given by either party after the electric operation is in full effect, with the understanding that at the end of such thirty days' notice provided it is shown that the opportunity to make mileage on the electric engines and multiple unit trains is more advantageous to the men and to the company within the same number of hours than on the steam locomotive, then, and in that event. the engineers will grant to the company or the company will grant to the men such concessions as are shown to be fair and equitable.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.523

This applies to the initial electric zone as it now exists, from 42d street to High Bridge and from 42d street to Wakefield on the New York Central, and from Woodlawn to Stamford on the New Haven.

However, providing this operation is extended beyond said points, High Bridge, Wakefield and Stamford, the same rates and conditions of this agreement will apply to such extensions until otherwise adjusted.

If there is any question as to the date of such commencement of electric operation the respective committees will agree with the general managers of the respective companies as to what date shall be considered as the date effective.

ARTICLE XXXII.

COMPLAINTS OF ENGINEERS AS A BODY.

When complaint is made by engineers as a body concerning the personal conduct of any engineer on the system that will reflect discredit or bring into disrepute the engineers as a class, such complaint shall receive attention and a full investigation.

ARTICLE XXXIII.

CURTAINS, ETC.

Cab spring seats and backs and arm rests shall be furnished for engineers and placed on all engines where the construction of the engine permits.

Side and drop curtains shall be furnished and put up in cabs on all engines if requested by engineer.

Drinking water cans shall be furnished to carry on engines, and ice will be furnished at terminal points during hot weather on request of the engineer.

ARTICLE XXXIV.

PASSES.

Engineers shall be furnished with quarterly passes good between all stations on the district on which they work.

ARTICLE XXXV.

COLOR, SIGHT AND HEARING TEST.

In examining engineers all examinations for detecting color perception and ascertaining the visual power shall be conducted with such flags, lights and semaphore signals only as are in use on this system, and all examinations shall be made under the same circumstances as required in the actual operation of the road.

New men employed as engineers will be required to pass visual, color and hearing tests such as may from time to time be established by the general manager.

To determine the hearing power of a man, he shall be required to hear ordinary conversation.

Engineers shall be re-examined as often as is thought necessary by the operating officials under whose jurisdiction they are employed, and shall take this examination at their own expense.

ARTICLE XXXVI.

This schedule will go into effect December 29, 1906, and supersedes all former agreements. No changes will be made in any article of this agreement by either party without giving thirty (30) days' notice in writing.

III.524 NEW YORK STATE DEPARTMENT OF LABOR.

For the New York, New Haven and Hartford Railroad Company:

(Signed.) F. T. HYNDMAN, *Mechanical Superintendent.*
O. M. SHEPARD, *General Superintendent.*
(Approved.) S. HIGGINS, *General Manager.*

For the Locomotive Engineers:

(Signed.) F. S. EVANS, *Chairman.*
DAVID VAUGHN, *Vice-Chairman.*
GEO. H. WITHERELL, *Secretary.*

ENGINEERS AND FIREMEN, NEW YORK, CHICAGO & ST. LOUIS RAILROAD.

Rates of pay and rules for enginemen and firemen.
Effective February 1, 1907.

PASSENGER RATES.

Runs.	Enginemen, per trip.	Firemen, per trip.	Overtime.
Buffalo to Conneaut, or reverse, 116 miles...	\$4 50*	\$2 45*	
Conneaut to Bellevue, or reverse, 132 miles..	5 00	2 80	
Cleveland to Conneaut and return, or reverse, 136 miles.....	5 05	2 80	
Cleveland to Bellevue and return, or reverse, 128 miles.....	4 90	2 75	Enginemen, 41c. per hour; firemen, 24c.
Cleveland short runs.....	†3 80	†2 10	per hour, after
Bellevue to Fostoria and return, or reverse, 64 miles.....	3 75	2 10	two hours in ex- cess of schedule
Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	4 70	2 60	time.
W. Ft. Wayne to Stony Island, or reverse, 141 miles.....	5 35	3 00	

Passenger runs of 100 miles or less, district passenger rates.

For passenger runs over 100 miles, same pro rata as district passenger rates.

Rates for passenger transfer crews between Stony Island and La Salle Street Station, engineers \$4.60, firemen \$2.50 without overtime or other allowances.

THROUGH FREIGHT RATES.

Engines with cylinders less than 19 by 28 inches.

Districts.	Enginemen, per trip.	Firemen, per trip.	Overtime.
1st. Buffalo Junction to Conneaut, or re- verse, 114 miles.....	\$4 75	\$2 75	
2d. Conneaut to Bellevue, or reverse, 132 miles.....	5 50	3 20	Enginemen, 41c. per hour; firemen, 24c.
3d. Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	5 20	3 00	per hour, after 12 hours.
4th. W. Ft. Wayne to S. Island, or reverse, 140 miles.....	5 85	3 35	

* Enginemen and firemen handling sleepers between Buffalo Junction and Buffalo will be allowed one hour at overtime rate.

† Cleveland short run passenger crews taking trains from Euclid avenue or Woodland avenue will be allowed 15 cents extra per trip for engineers and 10 cents extra per trip for firemen.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.525

Engines with cylinders 19 by 28 inches or over.

Districts.	Engine-men, per trip.	Firemen, per trip.	Overtime.
1st. Buffalo Junction to Conneaut, or reverse, 114 miles.....	\$4 90	\$2 90	
2d. Conneaut to Bellevue, or reverse, 132 miles.....	5 65	3 30	Enginemen, 41c. per hour; firemen, 24c. hour, after 12 hours.
3d. Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	5 35	3 15	
4th. W. Ft. Wayne to S. Island, or reverse, 140 miles.....	6 05	3 55	

PICK UP RATES.

Engines with cylinders less than 19 by 28 inches.

Districts.	Engine-men, per trip.	Firemen, per trip.	Overtime.
1st. Buffalo Junction to Conneaut, or reverse, 114 miles.....	\$5 15	\$2 90	
2d. Conneaut to Bellevue, or reverse, 132 miles.....	5 95	3 35	Enginemen, 41c. per hour; firemen, 24c. hour, after 12 hours.
3d. Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	5 60	3 15	
4th. W. Ft. Wayne to S. Island, or reverse, 140 miles.....	6 30	3 55	

Engines with cylinders 19 by 28 inches or over.

Districts.	Engine-men, per trip.	Firemen, per trip.	Overtime.
1st. Buffalo Junction to Conneaut, or reverse, 114 miles.....	\$5 30	\$3 05	
2d. Conneaut to Bellevue, or reverse, 132 miles.....	6 10	3 50	Enginemen, 41c. per hour; firemen, 24c. per hour, after 12 hours.
3d. Bellevue to W. Ft. Wayne, or reverse, 124 miles.....	5 75	3 30	
4th. W. Ft. Wayne to S. Island, or reverse, 140 miles.....	6 45	3 70	

Pick up rates will apply to any freight train running on a through freight schedule, which picks up or sets off at five or more stations.

Pick up rates will not be allowed enginemen assigned to regular fast freight trains except where they are run as a regular dead freight pick up train.

LOCAL FREIGHTS RATES.

Runs.	Engine-men, per trip.	Firemen, per trip.	Overtime.
1st. Buffalo Junction to Brocton and return, 96 miles.....	\$4 50	\$2 55	
1st. Brocton to Conneaut, or reverse, 65 miles.....	4 50	2 55	
2d. Cleveland to Conneaut, or reverse, 68 miles.....	4 50	2 55	
2d. Cleveland to Bellevue, or reverse, 64 miles.....	4 50	2 55	Enginemen, 41c. per hour; firemen 24c., per hour, after 10 hours.
3d. Bellevue to Leipsic Junction, or reverse, 62 miles.....	4 50	2 55	

III.526 NEW YORK STATE DEPARTMENT OF LABOR.

Runs.	Engine-men, per trip.	Firemen, per trip.	Overtime.
3d. Leipsic Junction to W. Ft. Wayne, or reverse, 62 miles.....	\$4 50	\$2 55	
4th. Ft. Wayne to Knox, or reverse, 80 miles.	4 50	2 55	
4th. Knox to Stony Island, or reverse, 61 miles.....	4 50	2 55	

Local freight enginemen used on Saturday night or Sunday will be paid regular local rate when going from and returning to their regular terminal.

Local freight enginemen laying up at Brocton, Leipsic Junction, and Knox will be paid for one hour before starting for extra work at those terminals.

WORK TRAIN RATES.

Run.	Engine-men, per day.	Firemen, per day.	Overtime. Enginemen, 41c. per hour; firemen, 24c. per hour, after 10 hours.
All districts.....	\$4 30	\$2 45	

Enginemen shall be paid work train rates per day for getting engines which have been shopped ready for service. Not less than one day to be allowed for same.

RELIEF TRAIN, SNOW PLOW OR LIGHT ENGINE RATES.

Through freight rates and overtime will apply.

BALLAST RATES.

Runs.	Engine-men.	Firemen.	Overtime.
100 miles or less.....	\$4 30	\$2 45	Enginemen, 41c. per hour; firemen, 24c.
100 to 150 miles.....	5 10	2 90	per hour, after 12 hours.
150 to 200 miles.....	6 10	3 75	

DEADHEAD RATES.

Enginemen deadheading under orders, shall be paid the district rate for the service for which they are being deadheaded.

When combination service is performed on any trip, the higher rate will be allowed for entire trip.

Enginemen with pay train shall be paid district through freight rate.

YARD RATES.

	Enginemen, per hour.	Firemen, per hour.
Buffalo	\$0 36	\$0 21
Erie	33	20
Conneaut	34	21
Cleveland	36	21
Bellevue	34	21
Fostoria	33	20
Fort Wayne	34	21
Chicago	37½	22

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.527

Less than six hours' work to be paid for six hours' work. Over six hours and less than twelve hours' work, to be paid for twelve hours' work. Over twelve hours' work to be paid at the hourly rates.

Thirty (30) minutes will be allowed all yard enginemen to eat, without reduction of pay.

Opportunity for meals will be allowed ordinarily between 11.30 A. M. and 1 P. M., and 11.30 P. M. and 1 A. M.

Assignments to engines and runs in yard service will be governed by same rules as in road service, depending upon merit and seniority.

TURN AROUND RATES.

Second District.

Conneaut to Cleveland and return, or Cleveland to Bellevue and return, to be computed at one and one-half, Second District through freight rates. Overtime to be allowed after eighteen (18) hours.

Third District.

Bellevue to Green Springs and return, one-half district rates. Overtime after six (6) hours.

Bellevue to Leipsic Junction or Continental and return, one and one-half district rates. Overtime after eighteen (18) hours.

Fourth District.

West Ft. Wayne to Knox or South Wanatah and return, one and one-half district rates. Overtime after eighteen (18) hours.

Turn around trips not provided for in this schedule, should be counted as separate trips, each way, district rates to be allowed for same.

Other Turn Arounds.

Turn around trips will be computed as separate trips each way, and will be paid, for six (6) hours or less, one-half district rates; over six (6) hours and less than twelve (12) hours, full district rates; leaving time on return trip to be computed from arriving time at turn around point, except that where round trip distance is less than sixty-five (65) miles, half district rates will be paid for six (6) hours or less; over six (6) hours, and under twelve (12) hours, full district rates will be paid. For the short turn arounds referred to in the exception, for switching or waiting at turn around points, overtime rates will be paid; the overtime allowed not to be counted in the road time.

When necessary to set off train, due to engine failure and disabled engine runs light to terminal, the crew sent out from that terminal to take train in will be allowed turn around rates. If called immediately after arrival at terminal from turn around trip it will be considered as new trip.

RULES.

Road Service.

RULE 1. Overtime as per schedule shall be allowed for each hour in excess of the number of hours to constitute a trip. In computing overtime, no fraction of an hour, thirty minutes or less, shall be counted. Any fraction of an hour over thirty minutes shall be counted one hour.

III.528 NEW YORK STATE DEPARTMENT OF LABOR.

RULE 2. The time of enginemen shall begin thirty (30) minutes before time set for departure of train and will end when engine is delivered on round house track or to proper person. Allowance of time and overtime shall be compared with trip report of engineer and round house register.

RULE 3. Passenger enginemen shall be assigned to regular passenger runs without regard to engines. Freight enginemen shall be assigned to regular engines and run first in and first out with the exception of those assigned to regular runs.

RULE 4. When enginemen are called, and for any reason other than their own acts do not go out, they shall, if held three hours or less, be allowed one-fourth district through freight rates. If held more than three hours and less than six hours, one-half district rate. If more than six hours full district rate and stand first out.

RULE 5. Enginemen acting as witnesses, or attending court under instructions from any official of the company, will be allowed their expenses and the actual time which would have been earned by them if on duty.

RULE 6. Enginemen are to be called within one hour and a half, or nearly so, of time engine is ordered to leave. The caller is to be provided with a book in which the enginemen will register their names and time called, also the time the train is ordered to leave shall be stated on the caller's book. When regular runs are scheduled to leave terminal between 9 P. M. and 7 A. M., men assigned to such runs shall be called for same when they so request. This to apply only at points where callers are regularly maintained.

RULE 7. When an engine is shopped for general repairs, if held more than ten days, the enginemen shall be assigned to an engine until such time as their regular engine is returned from shop, if they so desire.

RULE 8. In the event of an engine giving up its train on account of being disabled, the engine crew assigned to such engine will remain with it until it reaches the shop, except that in case of passenger engines disabled, the responsible official of the company may at his discretion require crews to exchange engines.

RULE 9. Rights to regular engines and runs will be governed by merit and seniority, determination of the matter to be in accordance with company rule 127, Book of Rules.

RULE 10. Should a regular assigned engine become vacant for ten days or more, oldest extra men to be assigned said engine.

RULE 11. When a regular passenger or assigned freight engineman lays off duty for more than one round trip, the oldest engineman in freight service will be assigned to such run, during such lay off. If a passenger engineman lays off for one round trip only, the oldest engineman that is at the terminal and had sufficient rest to be assigned.

RULE 12. Firemen when promoted to enginemen shall be classed as road enginemen and shall date as road enginemen from time of approval as such.

RULE 13. Enginemen taking engines to shop and held more than twelve hours, shall be paid district through freight rate for time held, as per rule 4.

RULE 14. Firemen will be relieved from blacking the front ends on all engines and stacks; or cleaning jackets of class N. O. & P. engines, but will be required to clean bell and brass work on boiler head and clean jackets of all other classes of engines.

RULE 15. Engine truck cellars, driving box cellars and tender truck boxes to be sponged; and all throttles, cocks, pistons and valve stems, to be packed, by round house force, when reported and actually needed.

RULE 16. Enginemen may be allowed to make thirty trips per month over their respective districts except first district where thirty-three trips may be allowed, such trips to be distributed regularly through the month.

RULE 17. Enginemen held at terminals for passenger runs over twelve hours, shall be paid district passenger rates for time held, as per rule 4.

RULE 18. Enginemen may send in their own trip slips, showing time earned, and shall be notified when time is not allowed.

RULE 19. When engines are held at any point, not a terminal, and when a hostler or engine watchman is not provided, the fireman shall, if competent, act as hostler, and shall receive fireman's rate. If the fireman is not competent to be left with the engine, the engineman will remain in charge as watchman, and the fireman relieved. For such service the engineman will be paid enginemen's rate. The master mechanic to be judge of the competency of the fireman to act as hostler.

RULE 20. When firemen are used as hostlers at terminals and are held off their regular runs for that work, they shall be paid fireman's rate for the districts to which they are assigned. Firemen working as hostlers when not taken off their regular runs will be paid hostler's rate.

RULE 21. Promotion of firemen to enginemen shall be made according to seniority of service with the company, after fair examination, the officer of the company to be the judge.

RULE 22. Enginemen or firemen will not be dismissed or suspended from company's service without just cause. In case of suspension or dismissal, if any engineman or fireman thinks his sentence unjust, he shall have the right within ten days to refer his case by written statement to the master mechanic or to the division superintendent. Within ten days of the receipt of this notice, his case shall have a thorough investigation by the proper officers of the railroad company at which he may be present, if he so desires, and also be represented by disinterested employees in same class of service. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to superintendent of motive power or the general manager. In case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

RULE 23. On regularly assigned runs the oldest engineman will have the privilege of naming the lay over point.

A. W. JOHNSTON,
General Manager.

February 1, 1907.

FIREMEN, BOSTON & MAINE RAILROAD.

Rules applicable to firemen. In effect February 1, 1907.

1.	Class of Engine	Per day.	Overtime, per hour.	Over 100 miles, per mile.	Over 75 miles, per mile.
	<i>Through Freights:</i>				
	100 miles or less; 11 hours or less, to constitute a day.				
	Consolidation type	\$2 60	\$0 26	\$0 026	

III.530 NEW YORK STATE DEPARTMENT OF LABOR.

Class of Engine.	Per day.	Overtime, per hour.	Over 100 miles, per mile.	Over 75 miles, per mile.
Other than consolidation, 63 tons or over	\$2 50	\$0 25	\$0 025	
All other engines	2 25	225	0225	
<i>Local Freights:</i>				
75 miles or less; 11 hours or less, to constitute a day.				
Consolidation type	2 60	346		\$0 034
Other than consolidation, 63 tons or over	2 50	333		033
All other engines	2 25	30		03
<i>Passenger Service.</i>				
100 miles or less; 11 hours or less, to constitute a day.				
75 tons or over	2 40	24	024	
All other engines	2 25	225	0225	
<i>Switching Service:</i>				
10 hours or less to constitute a day.				
All engines	1 90	19		

Other Classes.— Freight rates will apply to engines in other classes of service.

Deadheading.— One-half mileage will be allowed for deadheading.

2. SECTION 1. *Work in House.*— Firemen working in the engine house will receive \$2.25 per day for ten hours or less, and will not be required to do work other than that pertaining to duties of firemen.

SEC. 2. When working in the house and on the road the same day, ten miles per hour will be allowed for time worked in the house. It being understood, however, if assigned from the house to cover a regular run, the compensation of the regular man will be allowed in addition.

3. *Pay for Varied Service.*— When more than one class of service, other than deadheading, is included in the day's work, unless otherwise specified, time will be continuous and the higher rate will prevail.

4. SEC. 1. *A Day's Work.*— Time will begin thirty minutes prior to the ordered or scheduled departure from the engine house, and end when engine is delivered in the engine house or into the care of some person appointed to take charge of the same at end of trip.

SEC. 2. *Overtime.*— Overtime will be computed on the basis of ten miles per hour. Thirty minutes or less will not be considered; over thirty minutes one hour, and so on for each additional hour. Overtime to be allowed instead of miles when the hours exceed the miles.

5. SEC. 1. *Pay While Attending Court, Etc.*— When attending court, inquests, etc., by order of the railroad, firemen will not be subject to any loss of time or compensation. If called upon during their lay-off and not required to leave their home terminal they will receive one-half day for five hours or less, over five hours, one day; if away from home terminal full time to be allowed.

SEC. 2. The rate of pay on lay-off will be \$2.25 per day, and if held away from home over night, legitimate expenses in addition.

6. *Constructive Mileage*.—Mileage of all freight trains, each way, Springfield to White River Junction, and round trips, Northampton and Oakdale, Woodsville and Berlin, shall be 150 miles; overtime after fifteen hours and thirty-one minutes.

7. *Doubling Hills*.—Mileage made doubling hills, going after coal or water, on account of conditions beyond control of the fireman, will be allowed in addition to the trip.

8. *Figuring Road Mileage*.—All road mileage will be based on actual distance given in official time-table. When this distance terminates in a fraction of five-tenths (5-10) of a mile or less it will not be counted; over five-tenths (5-10), one mile will be allowed. Switching miles in road service will not be considered. Mileage, Fitchburg to East Fitchburg, Worcester Union station to engine-house, Northampton passenger station and North Tower yard, will be considered road mileage.

9. *Allowance of Proportionate Pay*.—Firemen failing to complete day's work on account of sickness, or any other cause of their own, will receive only proportionate pay.

10. *Switchers Doing Road Work*.—Firemen on switching engines running regular trains, or doing road work, will receive road pay.

11. *Firemen Hostling*.—When called upon to fill the position of hostler, firemen will receive \$2.25 per day of ten hours.

12. SEC. 1. *Emergency Work*.—In case of emergency, regular firemen, when called upon to do extra work while en route between their scheduled trips, or before registering off duty, will be allowed fifty miles for fifty miles or less, or five hours for five hours or less; for over fifty miles or five hours will be paid as per article 1. It being understood, however, that only ten miles or one hour will be allowed for less than ten miles or one hour. Time consumed in doing emergency work en route will be deducted from overtime made outside of scheduled or assigned run. If called after registering off duty, or during their lay-off, they will be paid full time.

SEC. 2. Regular men will not be called upon to do extra work when extra men are available on the division, except in case of necessity.

13. SEC. 1. *Calling Extra Men*.—Firemen on the extra list will stand first in and first out and will be called when needed. They will be required to live within one mile of engine-house, unless proper arrangements are made to be called over telephone; in such case they will be required to live where they can respond to call at any time, the same as if within the one-mile limit. Callers will be provided with a book showing when and for what trains and engines called, which firemen will be required to sign when called.

SEC. 2. *Calling Regular Men*.—Regular men will be called for trains leaving between 11 P. M. and 7 A. M., if requested.

SEC. 3. *Extra Men Covering Regular Runs*.—When extra firemen are called, in regular order, to cover a regular run, they will remain on same until relieved by the regular man, or the run is otherwise disposed of according to the rules.

SEC. 4. *Regular Men Laying Off*.—Regular men laying off must notify those in charge at least twelve hours previous to their intention to report for duty.

SEC. 5. *List of Extra Men*.—A list of extra men will be kept posted in a conspicuous place in the engine-house, showing the order in which they are subject to call, also the order and runs to which they have been assigned.

SEC. 6. *Transferring Extra Men.*—When necessary to transfer extra men from their home terminal to increase the force of extra men at other points on the division, the oldest man will be given the preference. If none express a desire to transfer, the youngest man will be taken. When sent away from their home terminal they will be given an opportunity to return before other men are assigned to the extra list at that point. This will not apply when filling temporary vacancies occasioned by men laying off.

SEC. 7. *Reduction of Force.*—In the event of a surplus of extra men, so they are not getting reasonable wages, the force will be reduced in the reverse order of seniority. When extra men are assigned to isolated points they will be guaranteed reasonable weekly wages.

SEC. 8. *Short Mileage.*—When called for road service and short mileage is made, if requested, they will remain at the engine-house for further mileage to complete the day (100 miles or 11 hours).

14. *Pay When Train Cancelled.*—When reporting for duty and train is cancelled, firemen will be allowed three hours' time as per class of service called for, and will stand first out. If they get engine ready and across turn-table they will be allowed a road day. ("Will stand first out" will not apply to regular men.)

15. *Time Not Allowed.*—In case time is not allowed as per time slip, the firemen affected will be notified accordingly.

16. SEC. 1. *Cleaning.*—Firemen will be exempt from wiping tanks, cleaning flues, blacking smoke-boxes, stacks, boiler butts, washing paint on cabs and scouring hot metal.

SEC. 2. On consolidation engines, they will be relieved of all cleaning.

SEC. 3. On other engines running through Hoosac Tunnel, they will be relieved of all cleaning except inside of cab.

SEC. 4. Those on engines not otherwise specified, will be relieved of all cleaning except inside and outside of cab.

SEC. 5. Those on switching and work train engines, on passenger runs making less than ninety (90) miles, and engines that do not put up or turn at points designated in article 17, will be required to keep engines clean above foot-boards, both inside and outside of cab, clean bell, and numbers on number plate. (Inside of cab will include windows, boiler head and fixtures thereon.)

17. SEC. 1. *Hostlers Where Provided.*—Hostlers will be provided at Boston, Fitchburg, East Deerfield, Troy, Mechanicville, Rotterdam, Bellows Falls, Worcester, Nashua, Rochester, Springfield, Northampton, Portland, Manchester, Concord, West Lebanon, Woodsville, Lyndonville, Newport, Sherbrooke, Plymouth, Greenfield, Ayer, Lowell, Salem, Portsmouth and Lawrence.

SEC. 2. *Hostling Defined.*—Hostling of engines will consist of receiving them on a designated track near engine house, cleaning fires, sparking, taking fuel, water, sand, filling signal-lamps, headlights, and cleaning reflectors.

SEC. 3. *Firemen Cleaning Fires.*—At points where hostlers are not provided, and firemen are required to clean fires, they will be allowed one hour for same in addition to regular day's pay.

SEC. 4. *Shoveling Over Coal.*—At points where engines are delivered to hostler and no coal furnished, firemen will be relieved of shoveling coal ahead from rear of tender.

On through passenger runs en route, at points to be designated by the management, men will be furnished to assist firemen to shovel coal ahead from rear of tender.

18. SEC. 1. *Rest.*—Firemen who have been on duty sixteen consecutive hours shall not be called again for service until they have been off duty ten hours, except in case of emergency. Firemen thus affected must report the fact when they register arrival at the engine house; this, however, will not relieve those in charge from any responsibility in connection with enforcement of the rule.

SEC. 2. On regular runs where the time is computed separately in each direction, if held at other than their home terminal for rest, they will be allowed to deadhead to their initial point and will receive compensation for same.

SEC. 3. On freight runs where the time is computed separately in each direction, if held at other than their home terminal, they will be paid after twelve hours as per class of engine employed. This will not apply to runs that are scheduled for a lay-over of more than twelve hours.

19. *Meal Hour for Switchers.*—Firemen on switching engines will be allowed one hour for meals between the hours of 11.30 and 1.30, day or night, or not earlier than four and one-half hours, or later than six and one-half hours after beginning work. If required to work during the time specified, thirty minutes will be allowed for meals, with one hour additional pay.

20. SEC. 1. *Filling of Vacancies.*—Vacancies, excepting switchers, will be filled in order of seniority, everything else being equal, within twenty days; to be advertised within five days, for ten days, on the bulletin boards of the division, and assigned within five days thereafter.

SEC. 2. *Runs not Bid In.*—In the event of a run being advertised and not bid in, it will be readvertised every twenty days, it being considered a vacant run until bid in; the fireman covering said run will be relieved each time it is advertised.

SEC. 3. *Runs of Sixty Days.*—When a new run is arranged and evidently to be continued for more than sixty days, it will be immediately advertised; otherwise it will not be advertised until it has continued sixty days.

SEC. 4. *Temporary Runs.*—All new runs will be advertised as temporary (except where it is evident they are to be permanent). When a temporary run is continued after a change of time-table, it will be readvertised as permanent.

21. *Changes in Runs.*—When a run is discontinued (exclusive of temporary or season runs), initial point changed, extended so that the time is computed separately in each direction, those affected shall have the first right to it, but may give up the run and exercise their seniority rights, provided it is done within ten days. Those thus displaced will be entitled to the same privilege.

22. SEC. 1. *Seniority.*—Firemen will be placed on the seniority list in the same order in which they are hired and assigned to the service, and will be given precedence accordingly in all matters pertaining to seniority.

SEC. 2. *Examination.*—All firemen who have been in the service four years or more will be given mechanical examination for promotion (effective six months from date).

SEC. 3. *Promotion*.—Firemen will be examined and promoted according to seniority, everything else being equal. Those who fail to pass the necessary examinations for promotion on first trial will be given a second trial, at their request, within six months; those failing to pass on second trial, or twice declined to take examinations when due, will be relegated to the foot of the firemen's list and their places advertised.

It is understood, however, if they fail to pass on first trial they will not be displaced by younger men if on second trial they pass before younger men are promoted. If, through no fault of their own, firemen are unable to take examinations when due, they will retain seniority rights.

SEC. 4. *Learning Road*.—Those unfamiliar with the designated parts of a division will be examined, but will be expected to afterwards learn the same at their own expense at the option of the railroad.

SEC. 5. *Promotion Rights; Defective Vision*.—Those who qualify for promotion, with the exception of vision and hearing, will retain their seniority rights as firemen.

SEC. 6. *Rights of Demoted Men*.—Ten days after a fireman has been promoted his run shall be advertised, and if he has to go back firing, he shall retain his seniority rights on the firemen's list held prior to promotion, if exercised within ten days. He may, however, have the privilege of taking a switcher not held by a disqualified fireman, but if displaced before again being promoted he shall retain his seniority rights.

SEC. 7. *Promotion Certificates*.—Promotion certificates, showing date examinations were completed and percentages allowed, will be given those passing the required examinations.

SEC. 8. *Seniority List*.—The superintendent of motive power will, upon request, furnish the committee annually a seniority list of firemen.

23. SEC. 1. *Temporary Transfer; Surplus Men*.—In the event of a surplus of firemen on one division, and a shortage on another, if they so desire, the surplus men may be transferred temporarily, with the understanding they will return to their home division before other firemen are hired there.

SEC. 2. *Permanent Transfer*.—Firemen requesting to be transferred permanently from one division to another will be listed as new men. If transferred by proper officials on account of transfer of traffic, they will retain seniority rights.

24. *Re-entering Service*.—Firemen voluntarily leaving the service and subsequently employed will rank as new men.

25. *Service Letter*.—When leaving the service, if they so desire, firemen will be given a letter by proper officers stating the nature and time of service and reason for leaving; said letter to be given within ten days.

26. *Through Freights, Switching*.—Through freights will not be required to do switching at points where switchers are employed, except the regular setting out or taking in of cars.

27. *Local Freight Defined*.—All trains loading or unloading freight, or doing switching, will be classed as locals. This will not apply unless trains unload freight at more than three stops, consume more than thirty minutes icing cars, make more than five stops to take on or set out cars, or make more than ten switches, exclusive of the necessary switching on account of placing air-brake cars to handle train.

Handling cabooses.—The practice of handling caboose cars to remain as at present.

NOTE.—A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

28. *Continued Absence, Account Sickness.*—In case a fireman is off sick for one year, with no immediate prospect of his return to work, his run will be advertised as permanent. Should he be able to resume work he shall take his run, but in the event of its being discontinued in his absence, he will retain his seniority rights.

29. *Leave of Absence.*—Firemen may be granted a leave of absence for a period of six months, provided proper notice is given, and it can be done without impairing the interests of the railroad; during which time his run will be advertised as temporary. If at the expiration of leave of absence he does not report for duty, the run will be re-advertised as permanent.

30. SEC. 1. *Investigation and Discipline.*—Firemen charged with misdemeanor will have their cases investigated promptly, and if found innocent will be paid for time lost; if guilty, they will be promptly informed of the decision. A representative of the motive power department will be present at all investigations in which firemen are concerned.

SEC. 2. *Grievances and Appeal.*—Grievances must be presented to the first officer having a jurisdiction, within thirty days. If a decision is not rendered within a reasonable time it will be considered sufficient cause to justify an appeal to the next higher officer.

In case of appeal, firemen may be represented by a fellow employee of the same or superior class who will be granted the necessary leave of absence for that purpose.

HENRY BARTLETT,

General Superintendent, Mechanical Department.

APPROVED:

C. E. LEE, *General Superintendent.*

BOSTON, February 1, 1907.

FIREMEN, DELAWARE, LACKAWANNA & WESTERN RAILROAD.

Schedule of pay, rules and regulations for firemen employed thereon. In effect December 1, 1906.

Rates of pay to firemen (except on Bangor & Portland division, also Sussex and Montrose branches, which remain as heretofore) will be as follows:

PASSENGER SERVICE.

	Cents per mile.
Through service, 1008 class.....	2.25
Through service, 1001 class.....	2.25
Local and through, except 1008 class.....	2.20
Twenty-five suburban east of Dover, first 100 miles.....	2.30
Twenty-five suburban east of Dover, after 100 miles.....	2.20
Milk, all class engines.....	2.25

III.536 NEW YORK STATE DEPARTMENT OF LABOR.

FREIGHT SERVICE.

New 300, 700 and 800 class engines in through service.....	2.60
New 300, 700 and 800 class engines in other than through service....	2.50
New 500 class engines when in through service.....	2.50
New 500 class engines when in other than through service.....	2.40
Other freight engines	2.40

SWITCH, MINE AND TRANSFER SERVICE.

Firemen	2.10
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HILL, ROUSTABOUT, CONSTRUCTION WORK AND WRECKING SERVICE.

Firemen	2.40
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ARTICLE 1. In all service except wreck, work and construction a guarantee of ten miles per hour is made. A fireman in service five hours and thirty minutes, ten hours or 100 miles will be allowed.

ART. 2. In wreck, work and construction train service a guarantee of 9 1/11 miles per hour is made.

A fireman in service six hours, eleven hours or 100 miles will be allowed.

ART. 3. Mine runs now classed as roustabouts will remain as at present.

ART. 4. Coal mine crews will be classed as in drill service.

ART. 5. In drill, mine and transfer service one hour is allowed for dinner. The meal hour will be between 11 and 1 o'clock. If thirty minutes or more of this meal hour is worked, pay for one hour extra will be allowed.

ART. 6. In computing overtime thirty minutes will be considered one hour; less than thirty minutes will not be considered.

DEFINITIONS.

Roustabout drill service is defined as an engine working between two or more stations under telegraphic orders.

Transfer service is defined as an engine working between two or more points at a terminal and without telegraphic orders.

Drill service is defined as an engine working within yard limits at one point.

Mine service in Kingston territory and on Winton branch, also transfer service between Hoboken and Secaucus is to receive roustabout rates.

ART. 7. When firemen are held away from their home terminal for an engine or train, they will be allowed twenty-five miles for each six (6) hours or fraction thereof so held after the expirations of eighteen (18) hours.

ART. 8. Firemen who are called and report will be allowed twenty-five miles and stand first out. If any mileage is made they will be allowed fifty miles. If over fifty miles are made, 100 miles will be allowed.

ART. 9. On local way freight runs of less than 100 miles, 100 miles will be allowed.

ART. 10. Road crews doubling hills will be allowed actual mileage at the rate per mile paid on that train.

ART. 11. Where hours exceed miles, hours will be paid; where miles exceed hours, miles will be paid.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.537

ART. 12. Men on work trains, wreck trains, or performing drill work along the line at different points will be paid the same rate per mile as freight crews.

ART. 13. On runs of less than 100 miles where constructive mileage is allowed and when the run is doubled the actual mileage will be allowed where the mileage exceeds 100 miles for the round trip.

ART. 14. Where schedule consists of freight one way and passenger the other way, it shall be paid for on whichever the mileage is the greater.

ART. 15. Men acting as pilots will be allowed the same rate of pay per mile as they would receive in the class of service in which they are regularly employed.

ART. 16. Firemen deadheading under official orders of the company will be allowed half time in their class, but when running with engine or engine and caboose, full time will be allowed.

ART. 17. Men acting as witnesses or attending court under instructions of an official of the company will be allowed the same amount they would receive on their runs and actual expenses.

ART. 18. Men called as witnesses at investigations when they are in no way implicated in the case will be paid the same amount they would have received on their runs, but no expenses will be allowed.

ART. 19. Firemen called for examination for promotion to engineers and pass the mechanical examination and sent by the company to learn new territory shall receive one day's pay per day for a period of four days, and shall receive, as far as practicable, transportation department and other examinations within forty-eight hours after reporting for examinations. New territory means all lines under the jurisdiction of two or more superintendents.

ART. 20. Firemen used in service other than firing will receive the same rate of pay as the service to which he is regularly assigned, except where firemen are used as engineers they will receive same rate of pay as engineers in their several classes.

ART. 21. When men do not make 2,600 miles per month in extra freight service the most recently employed or promoted will be set back or placed on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

ART. 22. When the service on a time slip is not allowed, the time slip will be returned to the man making it with reasons given for not allowing it.

ART. 23. Firemen will be exempt from wiping engines below the running board, scouring any brass inside or outside of cab, except bell, boring flues, cleaning fires, ash pans, or front ends, or getting engines ready at terminals. They will, however, wipe off the smoke arch and stack, but are not required to paint them.

ART. 24. Firemen will be exempt from cleaning above as well as below running boards on engines of 300, 500, 700 and 800 classes in through freight service, which means all freight and coal trains running between Buffalo and Elmira, between Elmira and Scranton, between Scranton and Port Morris, Secaucus and Hoboken; also on the same classes of engines between Hallstead and Kingston, between Hallstead and Utica and between Hallstead and Syracuse, and between Kingston and Gouldsboro.

Also new 900 and 1,000 class engines in through passenger service, also all engines in milk train service.

III.538 NEW YORK STATE DEPARTMENT OF LABOR.

Cabs, including windows, will be thoroughly cleaned inside and out by firemen.

ART. 25. Vacancy on all runs and engines will be advertised on all bulletin boards on the division on which the vacancy occurs within a period of five days after vacancy occurs, for a period of fifteen days, and the senior fireman making application will be given the run or engine as advertised within a period of five days thereafter, if competent.

ART. 26. A temporary vacancy in passenger service of more than thirty days will be filled by the senior freight man who is competent, less than thirty days by the first man out who is competent.

ART. 27. In case of a shortage of men on one part of the road and a surplus on the other, the youngest firemen will be transferred unless the older men claim the right to go. It is understood that when men are transferred under this article they are to be returned to their home terminal as soon as business will permit, unless they desire to remain, in which case that home terminal will be considered their home terminal. He will, however, be considered a new man on that division if transferred from another division.

ART. 28. There will be no permanent transfers of engineers made to any division as long as there are firemen there eligible for promotion.

ART. 29. A man going from one division to another at his own request will be considered a new man on the division to which he goes and he will lose his rank on the division he leaves.

ART. 30. The oldest firemen in the service of the company will have preference in line of promotion to engineers and runs on their respective divisions, seniority to take effect from the date the fireman entered the service of the company as a fireman. This, however, will not apply to yard firemen unless the yard fireman fires in through freight service six months prior to promotion.

ART. 31. All firemen will be called for examination prior to promotion to engineers. If they fail to pass their first examination they will be given a second examination in six months. If they fail the second time they may be relieved as incompetent. This not to apply to firemen where a ruling has been made November 15, 1902.

ART. 32. Firemen refusing examinations as set forth above will lose all rights and may be relieved.

ART. 33. After fifteen hours continuous service firemen will be allowed twelve hours' rest before being called, except in case of a wreck or washout. It is expected that firemen will take their rest at terminals.

ART. 34. A fireman bidding in a passenger run will be allowed to qualify on his own time, if not already qualified.

ART. 35. When an engine in extra freight service is laid up or sent to the shops for repairs that will keep it out of service thirty days or more, the youngest fireman will go on the extra list and his engine given to the fireman whose engine is shopped.

ART. 36. Firemen who are unable from any cause to perform service will send notice in ample time to make other provisions and avoid being called.

ART. 37. Where callers are employed, men who live within a distance of one mile will be called a reasonable time before the leaving time of their train and the man called will sign his name and the time he was called.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.539

This will not apply to men assigned to regular passenger trains, nor will it apply to regular freight trains, between the hours of 7 A. M. and 7 P. M.

ART. 38. All unassigned men will be run first in, first out, on their respective divisions.

ART. 39. In reducing the force, the most recently employed may be laid off or permanently relieved.

ART. 40. Firemen who have been in the employ of the company for ninety days on leaving the service or being relieved, will be given a service card stating the time of service, capacity in which employed and the cause of leaving the service, the same to be approved and stamped by the proper officer.

ART. 41. A committee of firemen desiring to present any matter to the proper officer of the company will be granted a leave of absence as soon as possible after the application therefor has been made.

ART. 42. Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished from May 1st to October 1st.

ART. 43. No fireman will be suspended or dismissed for any alleged offense committed without a fair and impartial hearing before the proper officials within seven days, if practicable, from the time offense was committed. If he so desires he may choose a representative of the same occupation and an employee of this company to be present.

ART. 44. It is the policy of the management of this company to find employment, if possible, for disabled employees, where they can perform work that does not endanger public safety or the company's property.

ART. 45. The management accords to any fireman who thinks he has been unjustly dealt with the right to be represented by the Firemen's Protective Board, who will be given an audience by the proper officers of the company.

ART. 46. Nothing in this agreement shall be so construed as to conflict with the agreement entered into between this company and its engineers.

ART. 47. The management accords to any and all employees the right to appeal to its highest officer.

ART. 48. The company on its part and the firemen on their part agree with each other that they will perform the several stipulations as provided in these rules and regulations.

On the adoption of the above agreement the schedule of November 1, 1903, will be null and void.

FIREMEN, ERIE RAILROAD.

(See account of controversy over this agreement in Part III.)

Rates of pay and rules for firemen. Effective December 1, 1906.

RATES OF PAY.

Class of service.	Cents per mlle.
Passenger (except suburban)	2 20
Suburban passenger	2 25
Freight service (including way freight, pick-up, pusher and helping service) :	
Engines 150,000 lbs. or over on drivers	2 60
Engines 130,000 to 150,000 lbs. on drivers and H-3 engines.....	2 45
Engines under 130,000 lbs.	2 35

III.540 NEW YORK STATE DEPARTMENT OF LABOR.

Class of service.	Cents per mile.
Mine runs (all engines)	2 25
Work, wreck and construction service (all engines)	2 45
	Cents per hour.
Yard service	\$0 22
Hostlers	\$2.50 per day of 12 hours.

GENERAL RULES.

1. Twelve hours or less, 100 miles or less, will constitute a day in passenger and pushing or helper service, and ten hours or less, 100 miles or less in all other classes of service, subject to the following:

(a) In passenger service actual time-table mileage will be allowed. Runs will be arranged to suit the service. On runs that cannot be scheduled so that firemen can make 100 miles or more, a minimum of 100 miles will be allowed.

(b) Actual time-table mileage will be allowed for freight runs of 100 miles or over, it being understood that a succession of short runs will in all cases be considered as continuous service.

(c) For fractional miles, one-half or more will be counted as one mile, less than one-half will not be counted.

(d) The basis of computation will be the number of miles run or the number of hours worked, but the hours worked and the miles run will not be counted together, except for wrecking or emergency construction or work service. In ordinary construction or work service the hours worked and the miles run will not be counted together, but continuous time will be allowed.

2. Overtime will be paid pro rata. In computing overtime one mile will be allowed for each six minutes.

(a) In suburban service, overtime as per rule will be allowed when the train is detained after its scheduled arriving time on the last trip. Overtime in suburban service will also be allowed as per rule on any runs so scheduled that the fireman is required to be absent from the starting terminal over fourteen hours.

(b) No overtime will be allowed on double-crewed pushing or helping engines, except when such engines are called upon to perform other than pushing or helping service, or are sent beyond the established pushing limits.

3. Actual miles will be allowed for handling engine to and from the designated receiving and delivery tracks on runs of 100 miles or more.

4. Time of firemen in through freight service will begin thirty minutes before they are called to leave the yard. In all other road service (except passenger) when the firemen are required to register at the engine house more than one hour before the time called to leave the yard, such excess time over one hour will be paid for under the overtime rule. Time will end when relieved from care of engine on designated track at terminal.

5. In suburban service firemen will be paid ten miles for each hour of service in doing the necessary terminal work at Jersey City after the expiration of one hour from time of arrival. Time to be computed from time of arrival at station until relieved from care of engine. In making this allowance over thirty minutes will be computed ten miles, less than thirty

minutes will not be counted. On runs where constructive mileage is made the amount of such constructive mileage will be deducted from overtime so made.

6. When firemen in passenger service are required to serve additional time, either before or after their regular trip, for the purpose of steam-heating cars or doing switching, they shall be paid for such time at the rate of one mile for each six minutes this not to apply to runs paying constructive mileage, unless the actual hours exceed the specified allowance.

7. Firemen on passenger trains held away from or unable to reach designated engine receiving track at terminals to exceed one hour after completion of final trip shall be paid ten miles for each hour so held. If overtime is made this time shall be deducted therefrom.

8. When called for service and not needed, fifty miles will be allowed for each five hours or fraction thereof held on duty. If call is canceled by proper notice before fireman leaves home no allowance will be made. If any service is performed or mileage made, time will be allowed as per Rule 1 and computed from time first called.

9. Firemen will be paid for actual time lost (not including overtime) when serving as a witness or doing other special service at the request of the company. If no time is lost they will be paid 100 miles, or one day, for each calendar day at the small engine rate and necessary expenses will be paid while away from home.

10. Firemen deadheading upon written order of the proper officer will be allowed full mileage rates on freight train and half mileage rates on passenger train at the small freight engine rate. Men so deadheading will report at once upon their arrival at the designated point to the engine dispatcher or proper officer at that place.

11. Firemen required to do wrecking, construction or any other unusual service when upon their regular trips, if detained thereby, will receive ten miles for each hour of such service, time to be computed as per Rule 2; if overtime is made, this time will be deducted therefrom.

12. Extra mileage will be allowed for doubling hills, going for water outside the water limits, or for coal, on a single trip or a combination of single trips, when the actual mileage, including the extra mileage, exceeds 100 miles.

13. When firemen are held at a point away from their home terminal for an engine or crew, they will be paid twenty-five miles for each five hours or fraction thereof after the expiration of fifteen hours.

14. After completing a trip over a division, firemen will receive not less than 100 miles if required to perform any extra service other than that ordinarily connected with the train on which they arrive, provided seven hours or more have been consumed by the trip.

15. In excursion or irregular service, when firemen are held at any point to take care of their engines, i. e., to clean fires, watch the engine, etc. (where there are no men for that purpose), firemen will be allowed ten miles per hour for such time held over one hour. This to apply where firemen make 100 miles or over.

16. Yard crews will be allowed one specified hour for noon and midnight meal, being relieved for this purpose between the hours of 11 A. M. and 12:30 P. M. for day crews, and between the hours of 11 P. M. and 12:30 A. M. for night crews. If not relieved for meals until the expiration of thirty minutes

III.542 NEW YORK STATE DEPARTMENT OF LABOR.

after the beginning of the specified hour, pay for one extra hour will be allowed and the crew will be allowed thirty minutes for their meals. No crew will continue in service more than seven hours without their meals, except crews of transfer engines, who will be allowed their meal immediately on return.

17. Firemen will not be held between terminals except under overtime rules.

18. Firemen changing from passenger to freight service or switch to road service, or vice versa, will be paid the mileage or the hours used in each class of service, provided that not less than 100 miles will be allowed for the trip or day's work.

19. Firemen regularly assigned and firemen on extra list called for other service than firing will be paid not less than small freight engine rate.

20. A fireman will not be disciplined by record, suspended (except pending investigation) or discharged without a proper investigation, which will be made at the earliest practicable time, during which, if he so desires, he may have present a fireman from his division at a witness to the investigation. He may also have present any actual witness, except discharged employees, of the offense being investigated, and, if found blameless, will be allowed full pay for time lost.

21. After completing a trip of fourteen hours or more continuous service, firemen will be allowed ten hours' rest if desired, except in case of wrecks, washouts, or other like emergencies. If more than ten hours' rest is required, firemen shall so state when they register in, naming a definite number of hours' rest required.

22. When time is not allowed as per timeslip, firemen will be notified in writing at once what change is made and the reason therefor.

23. When freight firemen or extra firemen cannot make 2,500 miles per month for two successive months, the force will be reduced, provided such reduction will not impair the service.

24. At all points where it is necessary that firemen be called, callers will be provided, who will be furnished with callbooks showing the train the men are called for and leaving time thereof, also blank spaces in which men are to sign their names and note the exact time when they are called. Firemen will be called from their places of residence, as nearly as practicable two hours before leaving time, provided they reside not over one and one-half miles from the calling station, it being understood that firemen assigned to regular passenger runs will not be called at their home terminals between the hours of 8 A. M. and 9 P. M., but will be notified if possible between those hours when their train is one hour or more late.

Local arrangement of marking up boards at Dunmore and Cleveland to remain as at present.

25. The roster of each division will be conspicuously placed in the engine dispatcher's office so that it may be referred to at any time. This roster will be corrected every six months if changes occur during that time.

26. Seniority rights of firemen will date from the day they enter the service. Firemen assigned to yard or hostler service do not lose their seniority rights on the firemen's roster and will be eligible for promotion subject to Rule 28.

NOTE.— All Buffalo yard firemen will hold road rights and road firemen yard rights from January, 1904. Rights of all firemen previous to that date will remain as on roster at that time.

27. Firemen will be called for examination and promoted in accordance with their seniority. If passed, they will be given a certificate of promotion at once.

28. Firemen will not be permitted to run engines regularly without first passing an examination on machinery and train rules before the proper officers of the company. They will be given sixty days for preparation prior to the examination. Failing to pass the first examination, they will be allowed thirty days' time to prepare for the second. If passed, the date of promotion will be the same as if the applicant had passed the first examination; should the applicant fail at the second examination, he may be dropped from the service. Firemen refusing promotion will lose their rights on the firemen's roster. This rule will not affect the firemen who failed to pass or were not permitted by the company to take examination prior to 1902.

29. The company reserves the right to rearrange and advertise any regular run when it is considered necessary for the economical operation or betterment of the service.

30. When in the interest of the company it is deemed necessary, after a thorough investigation, to place a younger fireman on a superior train in preference to an older man on the list, a record will be kept, stating why such deviation from the rule was made.

31. All vacancies in regular runs or positions will be advertised on all bulletin boards, on the division where the vacancies occur, for ten days and will be given to the oldest men in accordance with the roster, provided the applicants have been determined competent to fill the advertised positions. Any run on which a vacancy has existed for ten days, either by reason of the regular man leaving or being used as an engineer, will be advertised and given to the oldest man making application for the same.

32. When the initial point of a train is changed, or a part of a run taken away or added, the men holding the same shall have the first right to it, but if given up it shall be advertised. The men giving up the run shall have their choice in trains according to their age in the service as firemen, unless the service will be impaired by a change of firemen.

33. When a run extends over two or more divisions, each of such divisions will be entitled to representation thereon on the mileage percentage basis.

34. When a fireman is assigned to regular or rounds service, and the engine to which he is assigned is held for general repairs, transferred to another division, or is lost permanently or for one trip or more, and there is no spare engine for him, he will immediately take the engine of the same class assigned to any younger man in the same class of service, with the understanding that he may return to his regular engine in case it is replaced in the same class of service.

35. In filling the position of hostler, preference will in general be given to firemen according to their age in the service, the company reserving the right to fill such positions otherwise in special cases.

36. Firemen who have been in hostler or switching service one year or more will be required to fire an engine three months in rounds service; and firemen who have been in passenger service three years or more will be required to fire an engine in rounds service thirty days just prior to promotion, unless found competent and worthy for immediate promotion by the proper officers of the company.

III.544 NEW YORK STATE DEPARTMENT OF LABOR.

37. When a fireman holding a regular run or engine is off for a period of ten days, such run will be considered vacant and given to the oldest fireman applying therefor, subject, however, to the return of the regular man.

38. Firemen on regular runs will be at liberty on arrival at terminal points.

39. When it is necessary for the company to reduce the engineer's list on account of slack business, the men set back will resume their full seniority on the firemen's roster, and will be given at once any run to which their rights as firemen in the company's service will entitle them; it being understood that they will be used again as engineers in the regular order when the business of the company requires.

40. A fireman will not be reinstated after six months' absence, unless absent by proper written authority.

41. If he so desires, a fireman leaving the service will be furnished a letter giving his complete service record.

42. Firemen firing switch engines in Hammond yard will be subject to the rules that apply in Chicago yard, with this exception: One yard job at Hammond will be filled by a fireman from the Chicago & Erie division, he to hold rights over all men in Hammond yard,—this is not to include the road job. All freight transfer runs between Chicago and Hammond will be governed by seniority between Chicago yard firemen and C. & E. division firemen. C. & E. firemen will hold rights over Chicago yard firemen on all passenger transfer runs.

43. Firemen will not be compelled to scour brass on any engine or wipe off the jackets of engines classed as heavy engines either in freight or passenger service. With the exception of the above, firemen will be expected to keep their part of the engine above the running board in presentable condition.

44. Firemen will not be required to black stacks or front ends of any engines. On freight engines running in a pool and having no assigned regular fireman, and on engines in classes E-1, E-2, E-3, G-3, G-8, G-12, G-13, G-15, H-3, H-4, H-9, H-10, H-11, H-12, H-13, H-14, H-16, H-17, H-18, H-19, H-20, H-21, B-5, K-1, and H-22, cleaning will be done by the shop forces, except inside of cab. It is expected that firemen will report to the engine dispatcher on arrival at terminal each trip, when, in their opinion, engines of the above classes require cleaning.

45. At terminals where there are men for the work, firemen will not be required to clean ashpans, fires or flues, or take coal, water and sand on the completion of a day's work.

46. On unassigned engines, all lights will be cleaned and filled ready for use, and all supplies and tools placed thereon before leaving the roundhouse, and will be taken off at terminals by the shop force. However, firemen will be held responsible for knowing that the necessary supplies and proper tools for firing are placed on engines before leaving.

47. Firemen will be required to throw switches only in cases of extreme necessity.

48. Suitable protection against the weather will be placed on all engines during the winter months. Water vessels and coolers will be furnished upon request on all engines and ice will be allowed wherever and whenever it is asked for, if obtainable.

49. The company will undertake to find suitable employment for any of its firemen who may become crippled in the service.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.545

50. A committee of firemen desiring to present any matter to the proper officers of the company will be granted leave of absence as soon as possible after the application therefor has been made.

51. All questions taken before the officers by the firemen will be answered in writing if so desired.

This agreement will take effect December 1, 1906, and will be carried out in good faith by all parties interested, and will continue in force until terminated by thirty days' notice to either party by the other.

Accepted for the Firemen:
D. B. ROBERTSON,
Chairman General Committee.

J. C. STUART,
General Manager.

FIREMEN, LAKE SHORE & MICHIGAN SOUTHERN RAILWAY.

CLEVELAND, O., March 1, 1907.

Effective at once the following rules and rates of wages for firemen will be in force:

1. Passenger Service.

	Per 100 miles.
On all classes of engines	\$2 20

2. Through Freight Service.

On engines having cylinders 20 inches or greater in diameter.....	\$2 75
On all other engines	2 50

3. Local Freight Service.

Main line, Franklin division and Grand Rapids branch, on all engines	\$2 80
All other divisions, on all engines	2 50

4. Switching Service.

	Per hour
Chicago territory	\$0.25
Elkhart, Toledo territory .....	.21
Cleveland territory .....	.21
Ashtabula territory .....	.21
Youngstown territory .....	.21
Erie & Buffalo territory .....	.21
South Bend, Sandusky and Detroit territory.....	.21
All other points .....	.20

5. Work Train, Wrecking and Pushing Service.

	Per day.
Ten hours to constitute a day.....	\$2 50

III.546 NEW YORK STATE DEPARTMENT OF LABOR.

6. *Light Engine Service.*

Firemen running engines over the road light with or without one or more cabooses will be paid:

	Per 100 miles.
Passenger engines	\$2 20
Freight engines	2 50

7. *Overtime.*

	Per hour.
Passenger, after 12 hours at	\$0.25
Through freight, based on 10 miles an hour, paid pro rata.	
Local freight, after 12 hours at . . . . .	.25
Work, wreck and pushing, after 10 hours pro rata.	
Switching service, regular switching rates, as provided for in Article 4.	

8. *Deadheading.*

	Per mile.
When sent over the road in trains to take trains at other points..	\$0.015

9. *Getting Engines out of Shop.*

	Per day
Or any service pertaining thereto will be paid on basis of 100 miles per day	\$2 10
Overtime after 12 hours at 21c per hour.	

10. *Rates for Other than Locomotive Service.*

When firemen are called into any other than locomotive service, the rate of pay per hour will not be less than that of the service to which they are assigned.

Firemen not regularly assigned will be paid in proportion to their ability or efficiency as mechanics while at work in the shop or engine-house.

11. *Passenger Mileage Allowance.*

In passenger service, actual length of run only will be paid for except for those less than 100 miles, which will be rated as 100 miles.

For round trip on the Buffalo, Erie and Oil City divisions the pay for a round trip will be for 200 miles.

On all other divisions the round trip will be paid for the actual distance, excepting that where less than 100 miles are run that distance will be paid for.

For fractional miles, one-half or excess will be counted as one mile, less than one-half, no compensation will be allowed. All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

12. *Freight Mileage Allowance.*

In freight service, 100 miles will be allowed for all runs of that distance or less. Where runs are over 100 miles, the actual length of the run will and when making applications shall be assigned to road service and placed on road list according to seniority. Time voluntarily spent in yard service after expiration of six months shall be deducted from road service rights.

be paid for. On the Buffalo, Erie, Oil City and Western divisions, one round trip will entitle the fireman making it to 200 miles distance allowance. On all other branch divisions the computation of mileage for round trips to be actual distance run, but no round trip to be rated at less than 100 miles.

For fractional miles, one-half or excess will be counted as one mile; less than one-half, no compensation will be allowed.

All runs where the miles allowed exceed the actual miles, no compensation will be allowed for extra mileage continuous to the trip, unless the aggregate miles for the trip exceed the miles allowed.

13. Fractional Parts of a Day in Switching Service.

Firemen employed in switching service when called for duty, and five hours or fractional part are worked, one-half day will be allowed; all in excess of five hours and less than ten hours, one full day; but no compensation will be allowed for any subsequent service within the limit of the day, unless the aggregate compensation for the day exceeds the amount allowed.

14. Fractional Parts of an Hour.

In computing overtime in all services, thirty minutes or excess will be considered as one hour. Less than thirty minutes, no compensation will be allowed.

15. Return of Time.

The services of firemen (except men employed in switching, work train, pushing and wrecking service, whose time will be returned by the day) will be rendered by number of miles run or allowed.

16. Computing Time.

Firemen's time in passenger and freight service to be counted from thirty minutes prior to leaving time of train called for, and until engine is given up on track at terminal designated for such purpose.

Time of firemen when called for service and not wanted, to be counted from time of reporting for duty until relieved from duty.

At all stations where hostlers are not furnished, firemen's time to be counted until their engines are housed or on track designated for that purpose, but no extra compensation will be allowed unless the time exceeds the hours governing the commencement of overtime.

17. Suspended or Discharged.

Men suspended or discharged will be given a fair and impartial hearing within a reasonable time, and if found blameless, will be paid such wages as they would have earned during the time of suspension or discharge, the right being granted to select other men in the same class of service to assist in their defense.

Men deadheading over the road by order of an official of the railway company to attend investigations, will be paid regular deadhead rates where they are not found at fault, and provided other compensation is not allowed.

III.548. NEW YORK STATE DEPARTMENT OF LABOR.

18. *Register Books.*

Engine-houses at the principal terminals to be provided with register books and engineers to register therein, name, time of calling and time for train called; and, on arrival, to register name and time of giving up engine on track designated for that purpose. Callers to have register books and register therein names of men, time of calling and train and time thereof for which men are called. Time of calling to depend on distance men are from engine-house.

19. *Notification of Time Not Allowed.*

Firemen will be notified in writing when time is not allowed as per trip report, and reasons stated.

GENERAL RULES.

1. *Seniority.*— In placing engineers in line for promotion, engineers promoted from firemen will be placed on seniority list from time of date of promotion as engineer, promotion to be understood as the date appearing upon the record in the office of the master mechanic, of the promotion of a fireman to an engineer. In considering promotion of firemen for either road or yard service or to engineers, their rights as to seniority will be considered from their commencement as firemen.

2. *Promotions.*— When there are promotions in the service, seniority will govern if capacity is equal.

When two or more firemen are promoted to engineers on the same date, the man whose date is earliest as fireman will be the senior.

3. *Extra Service.*— Extra passenger, freight and switching firemen will run first in and first out in their respective service, seniority to govern in promotions only.

4. *Firemen in Through Freight Service will be Run in a Pool System.*— A separate pool will be maintained on each division, and an extra list on such divisions or at such points as may be deemed necessary. The men will be run first in and first out under all circumstances, except in case of an accident.

As far as possible, the pool is to be kept equalized at each end of the division, and yard men will not be called for road service to avoid dead-heading men, causing men to be bunched and lay over at an unnecessary expense to them.

5. *Manning of Engines.*— Engines in yard service at Buffalo, West Seneca, Dunkirk and Erie shall be manned by former Buffalo division men. Engines in yard service in Erie and J. & F. division yards, also, on all Erie and J. & F. division local and work trains (the term local trains meaning passenger as well as freight) shall be manned by former Erie and J. & F. division men.

6. *Outpost Jobs.*— Positions in Erie yards to be considered as outpost positions in comparison with Dunkirk yard.

7. *Turn-around Runs.*— Yardmasters when ordering engines for freight trains shall notify engine dispatcher whether for through or turn-around runs. Engine men shall not be required to take more than one turn-around when there are available men.

8. *New Runs or Change of Time Card.*— When there are new runs created or a change in time card in regular passenger service, these runs will be bulletined and the senior fireman will be given the preference and choice.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.549

9. *Time to Eat.*—Firemen will be allowed time to eat between the hours of 11 and 1 o'clock in all yard service.

10. *Backing of Engines.*—The practice of backing up freight engines in road service will be reduced to a minimum.

11. *Care of Headlights.*—Headlights on all road engines, single-crewed switch engines and work train engines will be cleaned by roundhouse force when such engines lay up at terminal.

12. *Care of Oil Cans.*—Oil cans will be taken off all road engines at all principal terminals by roundhouse force.

All rules inconsistent with the above are hereby abrogated.

LE GRAND PARISH,
Superintendent Motive Power.

J. J. BERNET,
General Superintendent.

Approved:

E. A. HANDY,
General Manager.

FIREMEN, NEW YORK CENTRAL & HUDSON RIVER RAILROAD.

Beginning January 1, 1907, the following rates of pay for Firemen and Hostlers, and arrangement for handling same, will be in effect.

Passenger firemen shall receive \$2.20 per day on all engines on all divisions, excepting firemen on North White Plains, Croton, Yonkers and Peekskill locals, who shall receive \$2.30 per day.

Firemen on milk trains shall receive \$2.30 per day.

Firemen on engines under 104,500 pounds on drivers, shall receive \$2.40 per day.

Firemen on engines Class F-2 and Class LS & MS J-41 and on engines 2028, 2029 and 2185, shall receive \$2.60 per day.

Firemen on all other engines with a weight of 104,500 pounds or more on drivers (excepting classes G-2, G-3, G-4, G-5 and H-3), shall receive \$2.50 per day.

Firemen on passenger engines, class I and K, when in freight service shall be paid \$2.50 per day.

Firemen on G-2 to G-5 engines, inclusive, shall be paid as follows:

WESTERN DIVISION.

	Miles allowed.	Rates per mile.
East Buffalo to East Rochester.....	100	\$0 0275
East Rochester to East Buffalo	80	0275
West Seneca to East Rochester.....	100	0275
East Rochester to West Seneca.....	85	0275
Suspension Bridge to East Rochester.....	100	0275
East Rochester to Suspension Bridge.....	100	0275
DeWitt to East Rochester.....	100	0275
East Rochester to DeWitt.....	100	0275
East Rochester and Lyons (round trip).....	100	0275
DeWitt and Lyons (round trip).....	150	0275

Calendar dates and terminal time to be eliminated. Firemen are to be changed at East Rochester.

III.550 NEW YORK STATE DEPARTMENT OF LABOR.

MOHAWK DIVISION.

	Miles allowed.	Rates per mile.
DeWitt to Little Falls	100	\$0 0275
Little Falls to DeWitt.....	80	0275
West Albany to Little Falls.....	100	0275
Little Falls to West Albany.....	80	0275
Ravena to Little Falls	100	0275
Little Falls to Ravena	100	0275
Little Falls and Rotterdam Junction (round trip) ..	150	0275
DeWitt and Utica or Utica and DeWitt (round trip) .	150	0275
West Albany to Utica, through freight service.....	121	0275
Utica to West Albany, through freight service.....	100	0275
Little Falls and Utica (round trip)	100	0275

Calendar dates and terminal time to be eliminated. Firemen are to be changed at Little Falls.

Firemen required to go through to the end of their division will be dead-headed without pay to East Rochester or their home terminal on the Western Division, and to Little Falls or their home terminal on the Mohawk Division, as conditions will permit.

Fireman will be kept in two pools at East Rochester and Little Falls, and will be called for train in direction of home, except in case of emergency; time to start from time called for.

The above only affects men employed in dead freight service on G-2 to G-5 engines, inclusive.

PENNSYLVANIA DIVISION.

Firemen on G-3, G-12 and H-3 engines shall be paid \$2.75 per day.

Firemen on G-2, G-4 and G-5 engines shall be paid .0275 per mile and shall be allowed ten miles in addition to actual mileage per day on following runs:

Corning and Newberry Junction, Corning and Avis, Corning and DeWitt, Corning and Geneva, Corning and Dresden, Corning and Stokesdale Junction, Corning to Lyons and return, Newberry Junction and Clearfield, Avis and Clearfield.

When G-2, G-4 and G-5 engines are used on Newberry Junction and Avis transfer, ten miles additional to day's pay shall be allowed each day.

Firemen on pusher engines shall be paid road rates as per class or engine, ten hour basis.

ALL DIVISIONS.

Firemen on work trains shall receive \$2.30 per day, ten hour basis.

Firemen on engines in switch service shall be paid \$2.20 per day, ten hour basis; excepting on engines of a weight of 133,000 pounds or over on drivers, who shall be paid \$2.25 per day; ten hour basis.

Firemen on ballast or filling trains shall be paid freight rates according to class of engine.

Firemen on pusher engines shall receive \$2.10 per day, ten-hour basis, except that the firemen on Byron grade shall receive \$2.50 per day, ten-hour basis, and the firemen on Clyde pusher shall be paid for actual mileage if over one hundred miles, ten-hour basis. On Pennsylvania Division, road rates as per class of engine, ten-hour basis. Firemen may hold road rights as regards seniority.

Hostlers shall receive twenty-one cents per hour at Buffalo, East Buffalo, East Rochester, Syracuse, DeWitt, Minoa, Suspension Bridge, Utica, West Albany, Schenectady, Rensselaer, New Durham, Mott Haven, 72d St., Ravena, Poughkeepsie, High Bridge, Watertown, Oswego, Corning, Avis and Clearfield; and shall receive nineteen and one-half cents per hour at all other points.

Firemen called to watch or hostile engines shall be paid hostlers' pay.

Road hostlers shall receive \$3.25 per day of ten hours.

Firemen employed with road hostlers shall receive \$2.15 per day, ten hours.

Firemen in wreck service shall be paid miles where miles exceed hours, and hours where hours exceed miles, being paid road freight rate as per class of engine used. This not to include regular work trains.

Firemen on helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, and firemen on helper engines on Teaneck Grade, River Division, shall be considered in road service. Firemen on helper engines on Lewiston Grade, R., W. & O. Division; at West Haverstraw and west out of Watertown shall be paid road rates as per class of engine (ten-hour basis).

Firemen on snow plow and flanger work, if not regularly in work train service, shall receive road freight pay as per class of engine used.

On engines breaking in firemen shall receive switch rates inside yard limits, and road rates according to class of engine outside of yard limits.

On the R., W. & O. Division firemen on extra freight runs 75 miles or over in each direction shall be allowed 100 miles, and actual mileage for over 100 miles. On extra freight runs under 75 miles in each direction, continuous time shall be paid for the round trip, except when conditions require engine crew to be relieved at opposite terminal, in which event 100 miles each way shall be allowed, calendar day to apply.

Firemen on the St. L. & A. Ry. shall be paid as follows:

Passenger	\$2 00 per day.
Freight	2 25 per day.
Work train	2 25 per day.

GENERAL RULES.

1. A day's run to be one hundred miles or less, time and mileage to be computed and carried out separately for each calendar day's work; unless otherwise agreed with the men.

2. When a fireman is used in passenger service, he shall be paid passenger pay; when used in freight service he shall be paid freight pay. When a fireman starts in freight service and finishes in passenger service over a division, he shall be paid freight pay for the entire trip.

3. Overtime shall be paid on a basis of ten miles per hour, time to commence at the time firemen are required to register at the engine house, providing they are on hand at that time, and end when engine is delivered at point designated by the company. All under thirty minutes to be given to the company; thirty minutes or more to count as a full hour.

Overtime shall be allowed work train firemen after ten hours and thirty minutes.

Overtime shall be allowed firemen on switch and pusher engines after ten hours and thirty minutes.

III.552 NEW YORK STATE DEPARTMENT OF LABOR.

4. Firemen in passenger service shall be paid actual mileage for taking engines to and from engine house to turn, unless hostlers are provided for that purpose.

5.

6. Firemen should be required to live within a reasonable calling limit, and when they reside within one mile of engine house they shall be called not to exceed two hours before they are required to register at the engine house.

7. Firemen shall be paid for actual time lost when serving as witnesses for the company or on investigation. If not required to lose time, they shall be allowed one hundred miles per day at proper rate.

8. Firemen, when deadheading over a division by proper orders, shall receive half pay for such deadheading, and when they do not get out of a terminal within six hours after arrival on such deadheading trip, and they have done no other work on the calendar day on which they made the dead-head, they shall receive one day's pay at proper rate.

9. Firemen and hostlers shall be furnished time passes over the division on which they are employed.

10. Firemen shall be called for extra passenger work (where an extra passenger list is maintained), as their names appear upon the firemen's list; but firemen who decline to enter extra passenger service may remain in freight service. Should they desire to enter passenger service at any time thereafter they shall follow the last man assigned, retaining rights to promotion to engineman from the first day employed as fireman; but should a freight man bid in a passenger train, he shall not claim rights in passenger service over a man older in freight service.

On the R., W. & O. and M. & M. Divisions straight seniority shall prevail; the oldest fireman being given preference in work and runs, other things being equal.

Firemen holding regular runs, displaced — through no fault of their own — shall be entitled to any run held by a younger man in their line of service. Firemen bidding in summer runs cannot go back on the same run formerly held if it has been bid in by a man older in the service.

A fireman is considered displaced — First: When he is removed to make way for an older man. Second: When his run is taken off. Third: When home terminal changes.

Firemen displaced shall make application for run within five days.

11. Road firemen asking to be assigned to yard service may be so assigned, but shall be the youngest extra fireman in yard service. This will also apply to firemen who are unable to follow regular work caused by sickness.

Vacancies of firemen's positions occurring on yard engines shall be advertised for six days; applications to be received from men in road and yard service. Applications from road firemen will not be considered except in case there is not a sufficient number of applicants from yard firemen. Firemen so assigned shall be displaced only by firemen incapacitated for road service.

12. If a fireman is incapacitated for road service, he may hold road rights in yard service according to his age as a fireman. This will not apply to men taken out of road service for disciplinary reasons.

13. Firemen who are employed in yard service and who have not asked in writing to be assigned to road service in six months shall lose road rights.

The last clause of this rule is to prevent a man from asking to get out of yard service and going into road service for a short time, then going back into yard service again; repeating it as often as may be necessary in order to preserve his road rights, evidently with the intention of endeavoring to hold his road rights in this manner until afforded an opportunity to take a good run or promotion.

A fireman who has been in yard service two years at the time this article becomes effective shall be given no consideration as to road rights; but a fireman who has been in yard service less than two years shall be considered under the "six months" clause. This article to date from January 1, 1904.

14.

15. When a question arises as to the probable length of time a fireman will be out of service or off his run, after sixty days the run shall be advertised conditionally:

First. That when the original holder of the run returns, or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he shall return to the run he originally held; and so to the end of the list, each man going to the run he formerly held.

Second. When it is known that the original holder of the run is permanently out of the service, the run shall again be advertised.

16. When practicable, firemen running in "rounds" shall not be required to turn more than once at an intermediate station when such turn will take the men away from the terminal where they reside.

The oldest firemen in their line of service shall be given preference in work or runs, all other things being equal.

18. Firemen held for service on Sunday, or any other day, and not used, shall be allowed a day's pay for each twelve hours or fractional part thereof.

If firemen on regular runs are wanted on their lay-over day, they shall be notified the day previous, if possible.

At small terminals where the service would be liable to suffer by reason of firemen leaving their lay-over terminal on Sunday, firemen shall first give notice to engine house foreman of such intention.

When it is found on arrival at other than home terminal that firemen will not be required for a considerable time, and it will be possible and consistent with the service to allow them to go home and return by the time their services will be required, the engine house foreman shall grant such permission.

19. Firemen called for service and not used, shall be allowed a day's pay.

20. Firemen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within ten days. They may, if they so desire, be allowed to choose some fireman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of firemen who have suffered suspension and been found blameless shall remain as previous thereto and they shall be paid for time lost. Firemen will be notified of cause and length of suspension.

21. Firemen after completing trip taking over ten hours and less than eighteen hours, shall be allowed ten hours' rest; if over eighteen hours, fourteen hours to be allowed. If more than fourteen hours' rest is desired, they shall arrange with the engine house foreman.

III.554 NEW YORK STATE DEPARTMENT OF LABOR.

22. The number of firemen shall be kept at the lowest possible limit necessary to perform the work; and when reductions are made in the force, the youngest men in the service shall be taken off first, all other things being equal.

23. The company will furnish hostlers and inspectors at all terminals. In filling positions in hostler service enginemen or firemen shall be given preference.

23a. In filling the position of engine despatcher, firemen shall be given consideration, and shall be given preference in filling the position of traveling fireman.

24. There shall be a regular and an extra pool. When a fireman in regular pool is off, a fireman in extra pool shall take his place until regular fireman returns to work. There shall be no preference in men in extra pool, except that when a permanent vacancy occurs in regular pool the oldest fireman in extra pool will be assigned to it. Firemen in both regular and extra pool shall be run first in and first out; except that where there are no extra passenger firemen, the oldest pool or extra fireman shall be entitled to the extra passenger work; except that when an extra man is in the place of a regular man he shall hold said place until regular man returns to work. Present practice shall continue where there are no pooled men.

25. Superintendents shall give to all firemen opportunity to ascertain their age and rank in service. A list shall be placed in the principal engine houses giving age in service and shall be renewed once each year, not later than June 1st; this to include a separate list for road and yardmen.

26.

27.

28. When the mileage reported on the time slip is not allowed, the fireman concerned shall be notified of the change, as soon as practicable, with reasons given for not allowing it.

29. Firemen shall be promoted to enginemen as their names appear on the firemen's list, provided they have passed all examinations.

30.

31.

32. Firemen in yard service may work week about, day and night.

33. Engines shall be furnished back curtains at all times, and side curtains from November 1st to May 1st.

34. After January 1, 1904, no questions as to rights will be entertained if of more than two years' standing.

35.

36. Firemen shall be allowed actual mileage for helping or doubling hills, or going for water outside of water limits, or for coal; but this must be understood to apply only where total mileage exceeds one hundred miles.

37. Firemen on pusher engines may hold road rights as regards seniority.

The following engines are classed as pusher engines: Main street, Buffalo; H. C. yard, pushing trains over Forks; Byron, Fairport, Lyons, Clyde, Whiskey Hill, Oneida Castle, Canaseraga, Oneida, Hoffmans, Rensselaer to West Albany, Schenectady Nights.

It must be understood that firemen may be assigned to pusher engines who have lost road rights, and if such men are so assigned they shall not be entitled to road rights.

38. Switch firemen shall be given one hour for meals, commencing between 11.30 and 1.30 in day or night service, and if required to work during the time specified thirty minutes shall be allowed for the meal and one hour additional pay.

39. All vacant or new positions or runs, shall be posted within five days on the bulletin boards of the division or district on which they occur, and bidding shall close in ten days after the date posted. The oldest applicant shall then be assigned to the run in five days, other things being equal. If two or more positions are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for positions shall not affect seniority. This to include summer runs and firemen firing for road hostlers.

40. Enginemen set back firing, owing to falling off in business, shall be placed as soon as possible on runs their age would entitle them to, and their records in the latter case shall be included as enginemen, excepting that enginemen asking to be assigned to yard service shall not be entitled to road rights as firemen.

41. Firing pony engines shall be classed as special service, and shall not affect a fireman's rights to other classes of service. Firemen leaving that class of service shall take the place their age as firemen entitles them to, subject to the rules.

42. Firemen may have thirty days' lay-off on receipt of permission from proper officer, without a written leave of absence, but if off over thirty days or under ninety days, to have written leave of absence from division superintendent. If absent over ninety days, time shall be deducted on seniority list. This not to apply in case of sickness, disability, or while engaged in committee work.

43. When a run is restored after having been off over sixty days, it shall be advertised the same as a new run. If restored within sixty days, the man who held run when it was taken off must go back upon it unless he has regularly bid in another run; but the man whom he displaces on account of his run being taken off cannot go back upon the run he originally held, and such run must be considered vacant and advertised according to Rule 39.

44. Three of the positions as firemen in the extra passenger service at Rensselaer, on the Hudson division, shall be advertised according to Rule 39.

45. Water coolers shall be placed on all engines from April 1st to December 1st, and to be so constructed that the galvanized box is removable. Firemen may have ice where obtainable.

46. Any fireman who, for acceptable reasons, does not desire promotion or who fails to pass examination after third trial, shall lose road rights (trials to be not less than two months apart), and he may be placed in switch or hostler service, retaining his age from the first day employed as a fireman, providing, in the opinion of the examining board, his failure to pass the examination was not due to lack of proper interest and endeavor on his part; otherwise his case shall receive no further consideration. This article to apply only to firemen in the service of the company at the time the progressive examination was adopted, October 1, 1904.

Firemen shall be notified of percentage as soon as possible after adjournment of board.

47. The company shall furnish men to fill and clean headlights and markers on all pooled and double-crewed road engines, and men to perform similar

III.556 NEW YORK STATE DEPARTMENT OF LABOR.

service on single-crewed engines, pusher and helper engines where practicable, and shall have supplies placed on engines where practicable and consistent to do so.

48. Men shall be furnished to shovel coal from rear of tender on engines turning at designated terminals where no coal is supplied.

49. Men shall be furnished at designated places to clean fires, hoe out ash-pans, clean out sparks from front end of engines in road service and shovel coal ahead from rear of tender on engines in road service.

50. Men shall be furnished at designated places to clean fires, hoe out ash-pans, clean out front ends of all yard engines, including pusher and helper engines, once in every twelve hours of service, and clean flues when reported necessary by enginemen.

51. Firemen on switch and work train engines shall scour figures on number plates, and clean above running board.

Company shall furnish men to do all wiping and cleaning on pooled and double-crewed road engines, except inside and outside of cab windows and inside of cabs, and men to perform similar service on single-crewed road engines, pushers and helpers, where practicable.

Firemen shall not be required to clean flues, wash paint work or wipe off tanks; paint, clean or blacken front ends of doors or smoke arch; this to apply to all classes of engines.

52. Engines shall be furnished with cushions and arm rests, which shall be kept in repair.

53. All extra passenger firemen shall be required to fire hard coal for a period of ninety days before being permitted to bid in through run; this to apply only to the Hudson division.

54. Firemen on regular runs, if used to make another trip after arriving at terminal and after completing day's work of 100 miles or more, shall be allowed at least 100 miles additional for such extra trip.

55. No yard fireman or a fireman who has lost his road rights shall be promoted to engineman, except those who have already passed third series examination; this not to apply to firemen on the Mohawk division, who entered yard service prior to January 1, 1905, with the understanding that they were to be promoted to enginemen; 72d street, New York, excepted. Firemen governed by this rule shall not be required to take third series examination.

56. Fire cleaners shall be furnished at all main terminals.

57. First: If a new run is advertised and bid in, the run shall go to end of division where the oldest man bidding lives.

Second: That two firemen bidding in an existing run shall change at the terminal the run formerly doubled from, unless both firemen wish to change the terminal.

Third: If one side of the run becomes vacant and is advertised, it shall not be changed from the terminal where it has been running on account of seniority of the man that bids in the vacant job. But if the man holding the other side agrees to change the terminal, it may be done. Above to apply when service will not be affected.

C. F. SMITH,

P. E. CROWLEY,

Approved:

General Superintendents.

J. P. BRADFIELD,

Ass't General Manager.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.557

At a meeting held in Room 307, Grand Central Station, on Tuesday, November 13, 1906, at which were present committee of firemen representing the New York Central employees, Mr. O. D. Hopkins, chairman, a committee representing firemen of the New Haven company, A. P. Kelly, chairman, Mr. Higgins, general manager, New Haven company, and Mr. A. H. Smith, general manager, New York Central; Mr. J. J. Hannahan was also present.

Whereas, The New York Central and the New Haven companies are about to substitute electric power for steam power between 42d street and High Bridge and between 42d street and Wakefield on the New York Central, and between Woodlawn and Stamford on the New Haven, and

Whereas, There is some question as between the companies and the firemen as to the advantage or otherwise of the electric engine over the steam engine as an advantageous piece of machinery.

It is mutually agreed as follows:

That the firemen of the New York Central company and the firemen of the New Haven company will take position as helper on the electric engines of the respective companies at a rate of \$2.10 per 100 miles, all other conditions of hours, service and allowances to be applied as per steam schedule of firemen which is in effect on the 30th day of October, 1906.

Such arrangement to be continued for a period of not less than six months after the electric operation is in full effect; that is to say, when the electric operation has generally superseded the steam operation between the points mentioned.

If there is any question as to the date of such commencement the respective chairmen of the committees mentioned will agree with the general managers of the respective companies as to what date shall be considered as the date effective.

All the foregoing with the understanding that at the end of six months, provided it is shown by the companies that the opportunity to make mileage on the electric engine is more advantageous than the same number of hours with the steam locomotive.

Then, and in that event, the firemen will grant to the companies such increase of mileage per day as may be in force on their respective systems as is shown to be fair and equitable, not to exceed 120 miles for consecutive service for the day as the schedule may appear on each system.

This applies to the initial electric zone as it now exists, 42d street to High Bridge, 42d street to Wakefield and Woodlawn to Stamford.

For the firemen:

O. D. HOPKINS,
Chairman for New York Central.

A. P. KELLY,
Chairman for New Haven.

For the companies:

A. H. SMITH,
V. P. & G. M., N. Y. C. & H. R. R. R.

S. HIGGINS,
Gen'l Mgr., N. Y., N. H. & H. R. R.

III.558 NEW YORK STATE DEPARTMENT OF LABOR.

FREIGHT HANDLERS, BUFFALO.

[Terminating in part dispute of May 20-27.]

This agreement made and entered into this 19th day of May, 1907, by and between William J. Connors and Joseph F. Kennedy, parties of the first part, and the representatives of Local 744, I. L. M. & T. A., party of the second part, witnesseth:

This agreement is made to go into effect on May 20, 1907, and continue in full force and effect until May 20, 1908.

1. The parties of the first part agree to employ only members of Local 744 when they can be furnished; when union men cannot be had such other men may be employed until union men can be procured in connection with the unloading and loading of merchandise at the different docks over which the parties of the first part have supervision (or a contract).

2. The wages to be paid twenty cents (\$0.20) per hour during the life of this contract.

3. The men will not be obliged to work after 10 P. M. except when it is necessary to finish a boat. Regular passenger boats, however, are exempted from this clause and may work when required.

4. The party of the second part further agrees to supply the parties of the first part with a sufficient number of men for work in a practical and satisfactory manner.

5. It is further understood that in the event of any misunderstanding arising between the parties of the first part and the party of the second part, that the men will continue to work uninterruptedly and all grievances and misunderstandings be adjusted by arbitration.

6. The following will constitute sling loads:

Eight 100-pound sacks, one sling load.

Eight 140-pound sacks, one sling load.

Four 200-pound sacks of bran, one sling load.

Four 280-pound sacks, one sling load.

Each sling load to make two truck loads.

All conditions not herein mentioned to remain as heretofore.

LUMBER HANDLERS, NORTH TONAWANDA.

Rates for unloading barges adopted by the Tonawanda Lumbermen's Association and Local No. 175 (of the International Longshoremen's Association) for the season (1907).

For unloading lumber from barges or steamers of 12½ feet in depth of hold or less, government register, charges will be made as follows:

White pine lumber	30 cents per M
Norway	35 cents per M
Tamarack and hemlock	40 cents per M
Birch, maple, ash, elm, oak, cottonwood and other hardwoods..	50 cents per M
Basswood lumber	35 cents per M

On three-inch and thicker birch, maple, ash, oak, elm, or other hardwoods, loaded in hold of vessels, ten cents per M additional.

Lath at rate of 5 M to 1 M feet of pine lumber.

Shingles, eighteen inches at rate of 6 M to 1 M feet of pine lumber. Sixteen inch at rate of 10 M to 1 M feet of pine lumber.

BILL TIMBER.

3 x 12 in. x 18 ft. to 8 x 8 in. x 18 ft., inclusive, deckload	40 cents per M
Over 8 x 8 in. x 18 ft., deckload	45 cents per M
3 x 12 in. x 18 ft. to 8 x 8 in. x 18 ft., inclusive, full cargo	45 cents per M
Over 8 x 8 in. x 18 ft., full cargo	50 cents per M
3 x 12 in. x 18 ft. to 8 x 8 in. x 18 ft., inclusive, hold full	50 cents per M
Over 8 x 8 in. x 18 ft., hold full	55 cents per M

Other sizes and lengths not mentioned price to be agreed upon.

Barges leaving deckload in Buffalo or elsewhere, three cents per M more than full cargoes. Hold partially full, five cents per M more than full cargo.

For unloading deckload only, three cents per M less than full cargo rate.

CEDAR POSTS, RAILROAD TIES, ETC.

Regular cedar posts, round, five inches and up in diameter at small end	$\frac{7}{8}$ cent each
Regular cedar posts and grape poles, round, under five inches in diameter at small end	$\frac{1}{2}$ cent each
Split posts	$\frac{1}{2}$ cent each
Regular cedar railroad ties, sawed or hewed	$1\frac{3}{4}$ cents each
Cedar trolley ties	1 cent each

Barges containing shorts will be charged ten cents per M extra on the amount of shorts contained in cargo.

Barges containing four-inch strips will be charged five cents per M extra on amount exceeding 50 M feet in one cargo.

No. 4 and 5 boards or scoots 35 cents per M

For unloading steamers or barges over twelve and one-half feet depth of hold, \$5 extra will be charged for each additional six inches or fraction thereof, up to and including fourteen and one-half feet. Over fourteen and one-half feet depth of hold, \$10 for each six inches or fraction thereof.

For unloading vessels with more than one crossbeam, vessels with overhead arches, or vessels so constructed as to require extra labor to unload them, three cents per M extra will be charged on the entire cargo. Double-deck boats, special price.

Any article not covered by this card to be agreed upon between the captain of the vessel and the unloader, and if they cannot agree then the Labor Committee of the Tonawanda Lumbermen's Association is to decide the matter, which shall be final.

MARINE ENGINEERS, GREAT LAKES.

This agreement, made and entered into in the city of Cleveland by and between the Lake Carriers' Association, a corporation of the State of West Virginia, by its president, duly authorized, and the Marine Engineers' Beneficial Association, by its duly authorized representatives, witnesseth as follows:

This agreement is made for one year from February 11, 1907.

The wage scale, crew lists and conditions on all steamers covered by this contract shall be as follows:

III.560 NEW YORK STATE DEPARTMENT OF LABOR.

PASSENGER STEAMERS.

Steel, Iron or Wooden.

Class A. All steamers of 1,200 tons or over.

Class B. All steamers of 300 tons and less than 1,200 tons.

Class C. All steamers not included in Classes A and B.

All passenger steamers shall carry the same engineer's crew as during the past two years.

Wages.

Class A.

Chief engineer	\$150 00 per month
First assistant engineer	100 00 per month
Second engineer	75 00 per month

Class B.

Chief engineer	\$125 00 per month
Assistant engineer	90 00 per month

Class C.

Chief engineer	\$105 00 per month
Assistant engineer	75 00 per month

STEEL FREIGHT STEAMERS.

Class A. All steamers over 5,500 tons.

Class B-1. All bulk freight steamers of 4,000 tons and less than 5,500 tons.

Class B-2. All bulk freight steamers of 2,100 tons and less than 4,000 tons.

Class C. All steamers of 500 tons and not included in classes A and B.

Class D. All steamers under 500 tons.

Crew List and Wages.

All A Class steamers to carry three engineers. Wages: Chief engineer, \$175 per month; first assistant engineer, \$115 per month; second assistant engineer, \$80 per month.

Wages B-1 Class: Chief engineer, \$175 per month; first assistant engineer, \$115 per month. When equipped with water tube boilers and mechanical stokers, third engineer is to be carried at \$80 per month.

Wages B-2 Class: Chief engineer, \$150 per month; first assistant engineer, \$100 per month. When equipped with water tube boilers and mechanical stokers, a third engineer is to be carried at \$75 per month.

All C Class steamers to carry two engineers. Wages: Chief engineer, \$125 per month; assistant engineer, \$90 per month.

All D Class steamers to carry two engineers. Chief engineer, \$105 per month; assistant engineer, \$75 per month.

Steel package freight steamers of 3,000 to 5,500 gross tons to carry three engineers, whose wages shall be as follows: Chief engineer, \$150 per month; first assistant, \$100 per month; second assistant, \$75 per month.

Steel package freight steamers of 1,800 to 3,000 gross tons to carry two engineers, whose wages shall be as follows: Chief engineer, \$150 per month; first assistant engineer, \$100 per month.

OILERS, ETC., REQUIRED.

Steel Freight and Passenger Steamers.

All A and B Class steamers to carry two oilers and water tenders where required.

All B Class steamers having water tube boilers or more than three boilers of any kind are to carry two (2) oilers and water tenders where required. All other B Class steamers not included in above are to carry two (2) oilers.

Handy men are also to be carried where required.

All B Class passenger steamers to carry not less than one (1) oiler.

All C Class steamers over 1,000 tons, having water bottoms and auxiliary machinery, to include electric light, engines, steam steering engines, capstan engines, steam windlasses, blowing engines, hoisting engines, running shaft line — two oilers. All other C Class steamers of 1,000 tons or over, having water bottoms, steering engine and windlass engine only — one oiler.

WOODEN FREIGHT STEAMERS.

Class A. All bulk freight steamers of 1,200 tons or over, and all package freight steamers of 750 tons or over.

Class B. All bulk freight steamers of 600 tons and less than 1,200 tons, and all package freight steamers of 600 tons and less than 750 tons.

Class C. All steamers of 200 tons and less than 600 tons.

Class D. All steamers not included in Classes A, B and C.

Crew List.

All steamers to carry two engineers. All A Class package freight steamers to carry two oilers. All under 1,500 tons, one oiler. All A Class bulk freight steamers over 1,500 tons to carry not less than one oiler.

Wages.

Class A.

Chief engineer	\$125 00 per month
Assistant engineer	90 00 per month

Class B.

Chief Engineer	\$114 00 per month
Assistant engineer	84 00 per month

Class C.

Chief engineer	\$105 00 per month
Assistant engineer	75 00 per month

Class D.

Chief engineer	\$95 00 per month
Assistant engineer	65 00 per month

WORK ON STEAMERS WHEN NOT IN COMMISSION.

If it is the desire of employers to engage members of the Marine Engineers' Beneficial Association for such work as boiler-room work after the boilers have been properly laid up, boring cylinders or putting in crank

III.562 NEW YORK STATE DEPARTMENT OF LABOR.

pins after the engine has been laid up, piping after decks have been raised or repairs have been made thereto, or during and after the resetting of boilers, and such members are either the regular engineer or others, it shall be considered proper for members of the Marine Engineers' Beneficial Association to engage themselves if they so wish at a compensation mutually agreed on between themselves and their employers. Under no circumstances shall there be any discrimination against an engineer should he refuse such employment. It is understood that all other work in the engineer's department shall be considered either fitting out or laying up and the full complement of engineers shall be employed at regular wages; also board furnished or regular compensation for same allowed.

It is also understood that all work that can be prepared for the shop shall be so prepared during the period of laying up and that all such work after being returned from the shop shall be assembled and placed so as to perform the duty and function of a steam engine or its auxiliaries by the regularly appointed complement of engineers during the period of fitting out.

TRANSPORTATION.

For steamers trading not further east than Buffalo the following conditions shall obtain in regard to transportation: All engineers will be furnished first-class transportation, including berth and meals, from the lake port nearest their home to their steamers when going to fit out, and after the steamer goes out of commission first-class transportation, including berth and meals, shall be furnished to the lake port nearest the homes of the engineers, providing, in either of the above cases that the engineer does not live further east than Buffalo and not further west than Chicago or Duluth.

For steamers trading east of Buffalo the following conditions shall obtain in regard to transportation: First-class fare shall be furnished engineers when going to fit out steamers moored east of Buffalo, from Buffalo to any port east of Buffalo, and when the boat goes out of commission first-class transportation shall be furnished to engineers from any point to the lake port nearest the home of the engineer, not further west than Chicago or Duluth.

BOARD AND MAINTENANCE.

After January 1st and until such time as the boat goes into commission engineers who are engaged at laying up or fitting out a steamer in port where said engineers reside board or compensation for same shall not be required, but in all other cases board shall be furnished or regular compensation for same allowed.

In all cases where proper maintenance is not furnished aboard the steamer a flat rate of one dollar (\$1) per day shall be allowed to all engineers.

No engineer will be required to sleep on board a steamer fitting out and laying up until rooms are properly fitted out and steam-heated.

It is the sense of the committee of the M. E. B. A. that the clause relative to persons other than those engaged in engineer's department occupying a room with an engineer will be omitted from printed matter that may be sent to members of the M. E. B. A., providing there is an understanding reached between the M. E. B. A. and the Lake Carriers' Association to the effect that only those engaged in the engineer's department shall occupy engineer's quarters.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.563

This schedule does not apply to certain car ferry steamers, passenger steamers and miscellaneous steamers where special agreements have been entered into.

All reference to tonnage to be construed as gross tons.

IN WITNESS WHEREOF, the Lake Carriers' Association, by its president aforesaid, has caused this contract to be subscribed and made on its behalf, and the said Marine Engineers' Beneficial Association has caused this agreement to be subscribed and entered into on its behalf by the representatives whose names are hereunto subscribed, at the city of Cleveland, this 11th day of February, 1907.

(Signed) WM. LIVINGSTONE,
For Lake Carriers' Association.

(Signed) J. R. BLANCHETT,
A. L. JONES,
JOHN HENBY,
W. D. BLAICHER,
CHAS. MONBOE,
ABT. HYDE,
For M. E. B. A.

MARINE ENGINEERS, NEW YORK CITY.

On October 2, 1907, a committee representing the coastwise steamship interests and representatives of the Marine Engineers' Association met and agreed to the following wage scale, classification, crew list and rules:

RULE 1. In all terminal ports a working day shall be from 7 A. M. to 5 P. M. with one hour for dinner.

RULE 2. In ports of call, watch and watch may be required at the option of the chief engineer.

RULE 3. If an engineer is required to stay on board on Sundays, legal holidays, or at night, while vessel is in terminal port he shall have equivalent time off with pay. (This rule shall not apply to sailing day or the night preceding sailing day.)

RULE 4. No work will be required by engineers off watch, generally known as "Field Day," except that which is necessary for the safety of the vessel, the protection of the property, and the ordinary repairs to steam winches, windlass engines and steering engines.

OCEAN AND COASTWISE STEAMSHIPS.

Class A.

	Per month and board.
Chief engineer.....	\$200 00
Senior first assistant.....	125 00
Executive and junior first assistants.....	115 00
3 junior engineers at.....	80 00

23 oilers, 6 water tenders:
New York, Philadelphia, St. Louis, St. Paul.

III.564 NEW YORK STATE DEPARTMENT OF LABOR.

Class B.

	Per month and board.
Chief engineer.....	\$175 00
First assistant engineer.....	115 00
Second assistant engineer.....	105 00
Third assistant engineer.....	85 00
3 junior engineers.....	75 00

6 oilers, 6 water tenders:

Antilles, Creole, Finland, Havana, Kroonland, Momus, Morro Castle, Saratoga.

6 oilers, 3 water tenders:

Brazos, Carolina, Colon, Esperanza, Merida, Mexico, Monterey, Panama, Samland, San Jacinto, Virginian, Yale, Harvard.

NOTE.—In case of steamers in this class where seven engineers are carried, it shall be optional with the owners to dispense with three water tenders.

Class C.

	Per month and board.
Chief engineer	\$165 00
First assistant engineer.....	110 00
Second assistant engineer.....	100 00
Third assistant engineer.....	80 00
3 junior engineers.....	70 00

6 oilers and 3 water tenders:

Massachusetts.

3 oilers and 3 water tenders:

American, Californian, City of Atlanta, City of Columbus, City of Macon, City of Memphis, City of Savannah, Comus, Denver, El Alba, El Cid, El Dia, El Norte, El Rio, El Siglo, El Sud, El Valle, Hawaiian, Oregonian, Proteus, Vigilancia, Segurancia.

2 oilers and 2 water tenders:

Hamilton, Jamestown, Monroe, Princess Anne, Jefferson.

3 oilers:

Apache, Arapahoe, Brooklyn, Capt. A. F. Lucas, Coama, Comanche, Larimer, Ligonier, Sun.

Class D.

	Per month and board.
Chief engineer	\$150 00
First assistant engineer.....	100 00
Second assistant engineer.....	90 00
Third assistant engineer.....	80 00

6 oilers:

Admiral Dewey, Admiral Farragut, Admiral Sampson, Admiral Schley.

3 oilers and 3 water tenders:

Kansas City, Everett, Malden, Melrose.

4 oilers:

Chattahoochee, Nacoochee.

3 oilers:

Advance, Alamo, El Mar, Algonquin, Allianca, Arkadia, Berwind, Brunswick, Caracas, Chalmette, Cherokee, City of Augusta, City of Birmingham, City of Everett, City of Washington, Colorado, Comal, Concho, El Dorado, El Monte, El Paso, Excelsior, Finance, J. L., Lewis Luckenbach, Herman Winter, Horatio Hall, H. M. Whitney, Hector, H. F. Dimock, Huron, Iroquois, J. M. Guffey, James S. Whitney, Joseph W. Fordney, Lampasas, Maracaibo, Massapequa, Matanzas, North Star, Neuces, Ocmulgee, Ogeechee, Ossibaw, Pathfinder, Philadelphia, Ponce, Rio Grande, Roma, Sabine, San Juan, San Marcos, Santiago, Satilla, Seminole, Seneca, Washtenaw, Windber, Winifred, Zulia, New Orleans.

Not less than 2 oilers:

Alleghany, Berkshire, Chatham, Cretan, Dorchester, Essex, Frederick, Gloucester, Howard, Itasca, Juniata, Kershaw, Lexington, Merrimac, Nantucket, Ontario, Persian, Powhattan, Aztec, Grecian, Indian, Parthian, Tuscan.

Class E.

	Per month and board.
Chief engineer.....	\$150 00
First assistant engineer.....	90 00
Second assistant engineer.....	80 00
Third assistant engineer.....	70 00

3 oilers:

Camden, Calvin, Austin, Success, Marie, Florida, Gov. Cobb, Gov. Dingley, Toledo, Dorothy, Carolyn, Harry & Julia Luckenbach, Onondaga, Chippewa, Lassell, Leelanaw, Navahoe, Northman, Northtown, North Western, Paraguay, Katahdin.

Class F.

	Per month and board.
Chief engineer.....	\$135 00
First assistant engineer.....	90 00
Second assistant engineer.....	80 00
Third assistant engineer.....	70 00

Not less than 2 oilers:

Aragon, Evelyn, Georgetown, Katahdin, Richmond, San Turce, Waccamaw, Wilhelmina, Shawmut, Algiers, Navahoe, Carib, Mae.

(Bay City, Bay Port, Bay State, Bay View, Kanawha, Kenosha, Kennebec, Wm. Chisholm, Ravenscraig.)

III.566 NEW YORK STATE DEPARTMENT OF LABOR.

Class G.

	Per month and board.
Chief engineer.....	\$135 00
First assistant engineer.....	90 00
Second assistant engineer.....	80 00

Bay State, Benefactor, City of Bangor, City of Rockland, Delaware, Dover, Geo. W. Clyde, Manhattan, Old Dominion, Oneida, Pawnee, Penobscot, Ransom B. Fuller, Winyah, New York, Mohican, Dorothy. (Steamers Winyah, Delaware, Pawnee, New York and Mohican when running from Philadelphia to New York, or from Philadelphia to Norfolk to be Class E. Class G applies when not running.)

MARINE FIREMEN, OILERS, AND WATER TENDERS, GREAT LAKES.

(a)

This agreement, made and entered into in the city of Cleveland this 13th day of April, 1907, by and between the Lake Carriers' Association, a corporation of the State of West Virginia, by its executive committee, duly authorized, and the Marine Firemen, Oilers and Watertenders' Association duly authorized representatives, witnesseth:

1. This agreement is made for the navigation season of 1907 on the Great Lakes for all vessels enrolled or that may hereafter be enrolled in the Lake Carriers' Association.

2. It is understood and agreed that steamers covered by this contract shall not be required to carry any less men than was the custom previous to 1906, except where the physical conditions of the machinery have been changed, nor any more men, except in cases where the men are unable to do the work; then they can apply to the owner through the president of the Marine Firemen, Oilers and Watertenders for such additional help as may be necessary, and in the event of differences arising the same shall be adjusted promptly by the presidents of the parties hereto respectively, and, if unable to agree, shall call in a third disinterested party, and the decision of a majority of these three shall be final and binding.

3. In the event that the Firemen's Union is unable to furnish sufficient men when called for by the engineer or his representative, he may ship non-union men to fill such shortage for not longer than the ensuing round trip; and such non-union men shall not be disturbed before the expiration of their terms of shipment for the trip, as above provided, such men to be allowed to join the union at the end of the trip.

4. It is understood and agreed that all men employed under this contract shall be under the direction and control of the engineer and at all times subject to his orders.

5. It is further understood and agreed that no union man shipping on any boat covered by this contract for the trip shall desert the ship before the trip is completed (and then, if he decides to quit, must give the engineer twelve hours' notice before doing so), or under any circumstances refuse to perform his duty, and, in case he does so before the trip is completed, such action shall be reported to the Marine Firemen, Oilers and Watertenders'

Union, who agree to at once discipline him and not offer him for shipment for a period of thirty days.

6. It is further agreed that all requisitions for men to be furnished under this contract shall be made to the officers or agents of the Marine Firemen, Oilers and Watertenders' Union, when not shipped aboard the boat, and if any transportation is required to get the men to the vessel the same shall be furnished by the Marine Firemen's Local, who, in turn, shall be reimbursed by the captain after such men have made the round trip as agreed. Nothing in this article shall prevent or prohibit the engineer of the vessel from shipping union men who may apply to him as heretofore.

7. It is also agreed that the offices of the Firemen's Local shall be kept open until 10 P. M. each day during the season of navigation at the ports of Buffalo, Conneaut, Ashtabula, Cleveland, Toledo, Bay City, Chicago, South Chicago, Milwaukee, Superior and Ogdensburg; and also that the office at Detroit shall be kept open night and day without intermission for the transaction of business.

8. In the event of the men shipping for a round trip and the boat lays up without completing the round trip, railroad transportation shall be furnished to the men to the port from which they shipped.

WAGE SCALE.

Subject to the foregoing terms and conditions, the Lake Carriers' Association and the members of the Marine Firemen, Oilers and Watertenders' Association do hereby agree to the following scale of wages for the season of 1907:

1. The wages of the men employed in fitting out shall be \$2 per day when not boarded on the vessel. As soon as they are shipped for the trip and vessel is in commission the rate shall be the schedule hereinafter provided.

2. The rate of wages for firemen, oilers and watertenders shall be at the rate of fifty dollars (\$50) per month until October 1st, and from October 1st the rate of wages to be sixty-five dollars (\$65) per month and board till the ship is laid up.

3. Engineers on tow barges carrying towing machines shall receive seventy dollars (\$70) per month for the entire season.

4. It is the intention of the parties to this agreement that the Marine Firemen, Oilers and Watertenders' Local shall furnish and supply to all vessels of the Lake Carriers' Association all of the men they require of the classes herein mentioned to the utmost of their ability.

5. It is understood and agreed that the Marine Firemen, Oilers and Watertenders' Local agrees that it will at all times use its best efforts and so far as possible guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lake Carriers' Association; and, further, that the said Marine Firemen, Oilers and Watertenders' Local will not order or allow its members to go on strike for any cause, but shall not be required to work under police protection on the boat.

6. In the event of any differences arising between the two parties hereto as to the meaning or intent of any part of this contract, the men shall continue to work, the said differences to be arbitrated in the usual way.

7. IN WITNESS WHEREOF, the Lake Carriers' Association, by its executive committee and president as aforesaid, has caused this contract to be sub-

III.568 NEW YORK STATE DEPARTMENT OF LABOR.

scribed and made on its behalf, and the said Marine Firemen, Oilers and Watertenders' Association has caused this agreement to be subscribed and entered into on their behalf by their representatives, whose names are hereunto subscribed, at the city of Cleveland, the day and year first above written.

The Lake Carriers' Association:

By W. LIVINGSTONE, *President*.

GEO. A. MARR, *Secretary*.

The Marine Firemen, Oilers and Watertenders' Association:

By EDWARD STACK, *President*.

CORNELIUS WILD, Buffalo.

JAMES BELLINGER, Detroit.

JOHN FISHER, Cleveland.

WILLIAM JONES, Superior.

SAM. J. NEISON, Chicago.

ROBERT CLARKE, Milwaukee.

WILLIAM PENJE,

President I. S. U. of A.

V. A. OLANDER,

Second Vice-Pres. I. S. U. of A.

(b)

This agreement, made and entered into in the city of Cleveland, Ohio, April 17, 1907, by and between the Lumber Carriers' Association, by its duly authorized committee, and the Marine Firemen, Oilers and Watertenders' Association of the Great Lakes, by its duly authorized representatives, witnesseth as follows:

ARTICLE 1. This agreement is made for the navigation season of 1907 on the Great Lakes for all vessels now enrolled or hereinafter enrolled in the Lumber Carriers' Association.

ART. 2. It is understood and agreed that steamers covered by this contract shall not be required to carry any more or less men than the custom previous to 1903.

ART. 3. In the event that the Firemen's Union is unable to furnish sufficient union men when called for by the captain or his representatives, he may ship non-union men to fill such shortage for not longer than the ensuing round trip, and such non-union men shall not be disturbed before the expiration of their terms of shipment for the trip as above provided.

ART. 4. It is understood and agreed that all men employed under the contract shall be under the direction and control of the engineer and at all times subject to his orders.

ART. 5. It is further understood and agreed that no union man shipping on any boat covered by this contract for the trip shall desert the ship before the trip is completed (and then, if he desires to quit, must give the engineer twelve hours' notice before doing so), or under any circumstances refuse to perform his duty, and in case he does so before the trip is completed such action shall be reported to the Marine Firemen, Oilers and Watertenders' Union, who agree to at once discipline him and not offer him for shipment for a period of thirty days.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.569

ART. 6. In the event of men shipping for a round trip and the boat lays up without completing the round trip, railway transportation shall be furnished the men to the port from which they shipped.

ART. 7. It is further agreed that all requisitions for men to be furnished under this contract shall be made by the officers of the vessels covered hereby to the agencies of the Firemen's Association. A list of the names of such agents, with addresses, shall be furnished to the Lumber Carriers' Association from time to time so that they may notify their engineers where to apply for men. Nothing in this article shall prevent or prohibit the master or his representative of any vessel shipping union men who may apply to him for a job as heretofore.

ART. 8. After the boat has completed her round trip, if the firemen quit, there shall be no obligation to hire a new crew of firemen until the engineer wants them. If, however, a boat is unduly delayed in unloading the firemen who have made the previous round trip shall not be paid off until she has been in port two days.

WAGE SCALE.

Subject to the foregoing terms and conditions, the Lumber Carriers' Association and the members of the Firemen's Union do hereby agree to the following scale of wages for the season of 1907 for all steamers carrying over 375,000 of pine lumber, those carrying less to be left out of this contract:

ARTICLE 1. The wages of men employed in fitting out steamers shall be \$2 per day while they are not boarded on the vessel. As soon as they are shipped for the trip and the vessel is in commission the rate shall be the wages fixed by the schedule herein provided.

ART. 2. The rate of wages for firemen shall be at the rate of \$50 per month from the opening of navigation to the 1st day of October and from the 1st day of October to the close of navigation at the rate of \$65 per month.

ART. 3. After the close of navigation when the boats are being laid up the firemen are to receive sailing wages with board or 75 cents per day in lieu thereof.

ART. 4. It is the intention of the parties to this agreement that the Firemen's Union shall and must furnish to all vessels of the Lumber Carriers' Association all the men they require to the utmost of their ability. It is understood that the said Firemen's Union agrees that it will at all times use its best efforts and, as far as possible, guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lumber Carriers' Association. And, further, that the said Firemen's Union will not allow or order its men to go out on strike for any cause. In the event of any difference arising between the parties hereto as to the meaning and intent of any part of this contract the men shall continue to work and said difference shall be arbitrated in the usual way.

ART. 5. This agreement shall remain in force until a new contract is made for 1908, or we are unable to agree after a conference is called.

IN WITNESS WHEREOF, the Lumber Carriers' Association, by its duly authorized committee, as aforesaid, has caused this contract to be subscribed and made on its behalf, and the said Firemen, Oilers and Watertenders of the Great Lakes has caused the same to be subscribed and entered into on

III.570 NEW YORK STATE DEPARTMENT OF LABOR.

its behalf by its representatives, whose names are also hereunder subscribed, in the city of Cleveland, State of Ohio, this 17th day of April, in the year first above mentioned.

For the Lumber Carriers' Association:

W. H. TEARE.
C. H. PRESCOTT, JR.
O. W. BLODGETT.
J. C. GABEY.
H. E. RUNNELS.
J. A. CALBBICK.
W. H. SHARP.

For the Marine Firemen, Oilers and Watertenders' Association:

EDWARD STACK, *President*.
SAM. J. NEISON.
CORNELIUS WILD.
JOHN FISHER.
WILLIAM JONES.
ROBERT CLARKE.
JAMES BELLINGER.
WILLIAM PENJE,
President I. S. U. of A.
V. A. OLANDER,
Second Vice-Pres. I. S. U. of A.

MASTERS, MATES, AND PILOTS NEW YORK CITY.

[Agreement which terminated controversy recounted in Part III.]

Agreement between Consolidated Steamship Lines and American Association of Masters, Mates and Pilots.

NEW YORK, N. Y., May 2, 1907.

The following rate of wages to be paid to the officers of the various steamships of the Consolidated Steamship Lines, the same to take effect when signing articles on or after May 1, 1907.

Clyde Line, temporary classification, eight ships, first class, subject to decision arbitrators as hereinafter provided.

First officer.....	\$100 per month	} First class.
Second officer.....	80 per month	
First officer.....	90 per month	} Second class.
Second officer.....	70 per month	

Ward Line, temporary classification, nine ships, first class, subject to decision arbitrators as hereinafter provided.

First officer.....	\$100 per month	} First class.
Second officer.....	80 per month	
Third officer.....	60 per month	
First officer.....	90 per month	} Second class.
Second officer.....	70 per month	

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.571

Porto Rico Line.

First officer.....	\$100 per month	} First class.
Second officer.....	80 per month	
Third officer.....	60 per month	
First officer.....	90 per month	} Second class.
Second officer.....	70 per month	

Mallory Line.

First officer.....	\$100 per month	} First class.
Second officer.....	80 per month	
Third officer.....	60 per month	

Metropolitan Line.

First officer.....	\$100 per month	} First class.
Second officer.....	80 per month	

Provided, a board of arbitration shall be selected to discuss the classification of the various steamships as follows:

Two members of the board to be selected from the American Association of Masters, Mates and Pilots.

Two members of the board to be selected by Consolidated Steamship Lines.

And a fifth member to be selected to the board by the four members of the board, if necessary.

The duties of this board of arbitration to discuss three classes and to place each vessel in a proper class.

In the event of this board agreeing upon a third class to rate, to wit: First officer, \$85 per month; second officer, \$65.

Upon this board agreeing and reporting the findings, all officers to be rated at once according to the class to which the vessel has been placed.

Further provided, It is mutually agreed that the relations between the officers and the owners shall not be affected by the conferences and agreement reached.

LUTHER B. DOW,
General Counsel.

CALVIN AUSTIN,
President.

HOBOKEN, N. J., May 25, 1907.

Consolidated Steamship Lines Co., American Ass'n of Masters, Mates and Pilots, New York City:

GENTLEMEN.—We, the members of the board of arbitration, selected by you to classify the various ships of the Ward, Mallory, Clyde, Metropolitan and New York and Porto Rico lines of the Consolidated Steamship Lines Company, as to first, second and third classes for the purposes of adjusting the monthly wages to be paid to the first, second, and third licensed officers of said ships, in accordance with submit our classification, as follows:

III.572 NEW YORK STATE DEPARTMENT OF LABOR.

<i>First Class.</i>		<i>Second Class.</i>		<i>Third Class.</i>	
First officer.....	\$100	First officer.....	\$90	First officer.....	\$85
Second officer.....	80	Second officer.....	70	Second officer.....	65
Third officer.....	60				

Ships — 15.

Havana,
Morro Castle,
Merida,
Mexico,
San Jacinto,
Esperanza,
Monterey,
Denver,
Coamo,
Carolina,
Apache,
Arapahoe,
Comanche,
Concho,
Iroquois,

Ships — 23.

Vigilancia,
Seguranca,
Nueces,
Ponce,
San Juan,
Sabine,
H. M. Whitney,
J. S. Whitney,
Herman Winter,
H. F. Dimock,
Clty of Washington,
Huron,
Alamo,
Comal,
Lampasas,
San Marcos,
Algonquin,
Colorado,
Seneca,
Matanzas,
Seminole,
Cherokee,
Rio Grande,

Ships — 23.

New York,
Massapequa,
Arkadia,
Chippewa,
Onondaga,
Pathfinder,
Mohican,
Delaware,
Pawnee,
Katahdin,
Berwind,
Windber,
Carib,
Navahoe,
Yemassee,
Winyag,
George W. Clyde,
Santurce,
Oneida,
Benefactor,
Goldsboro,
Ramos,
Vasco.

ANDREW FLETCHER,
LUTHER B. DOW,
CHARLES M. ENGLIS,
ROBERT H. COWAN.

Board of Arbitration.

SEAMEN, GREAT LAKES.

(a) *This agreement, made and entered into at the city of Cleveland, by and between the Lake Carriers' Association, a corporation of the State of West Virginia, by its executive committee, duly authorized, and the Lake Seaman's Union, by its duly authorized representatives,*

WITNESSETH as follows:

SECTION 1. This agreement is made for the navigation season of 1907 on the Great Lakes for all vessels enrolled or hereafter enrolled in the Lake Carriers' Association.

SEC. 2. All steamers covered by this contract shall carry members of the Lake Seamen's Union in the following capacities: Wheelsmen, watchmen, lookoutsmen, between-deck watchmen and ordinary seamen.

SEC. 3. All barges covered by this contract shall carry members of the Lake Seamen's Union in the following capacities: Mates, sailors and donkeymen.

SEC. 4. The Lake Seamen's Union agrees to furnish a sufficient number of competent men to fill the above-mentioned capacities when called upon to do so, to the best of its ability, but in the event that the Lake Seamen's Union is unable to furnish a sufficient number of union men when called upon, the

owner, agent or captain may ship nonunion men until such time as union men can be obtained. It is understood and agreed that whenever, on account of the inability of the Lake Seaman's Union to furnish union men, and nonunion men are employed, said nonunion men are to be shipped for the round trip, and there shall be no interference with nonunion men so employed during said round trip.

At least three hours' notice to be given union office for men unless men desert just before vessel started, then vessel can take quickest obtainable.

SEC. 5. The rules with reference to the number of wheelmen, watchmen and lookoutsmen carried on all steamers shall remain the same as heretofore. Steamers not covered by the following manning scale shall carry the same number of ordinary seamen as heretofore.

Steamers in the package freight trade of 2,400 gross tons up to 2,500 gross tons, government register, shall carry no less than five ordinary seamen. Steamers in package freight trade of 2,500 gross tons or over, government register, shall carry six ordinary seamen.

COARSE FREIGHTERS.

Steamers of 1,500 gross tons, government register, up to 2,500 gross tons, shall carry the same number of ordinary seamen as heretofore, but not less than three. Steamers of 2,500 gross tons, and up to 4,000 gross tons, shall carry the same number of ordinary seamen as heretofore, but not less than four. Steamers of over 4,000 gross tons to 5,500 gross tons, same as heretofore, but not less than five. Steamers of over 5,500 gross tons shall carry the same number of men as heretofore, but not less than six.

SEC. 6. No man shall work more than ten hours per day for one day's pay without a watch below, unless he is given watch and watch; the captain, however, to be the sole judge as to the necessity of when he requires the services of the whole crew. These stipulations not to apply to handling hatches and gangways or to arriving at or clearing from port.

Wheelmen, watchmen and lookoutsmen on package freight boats shall be governed by the same rules as heretofore.

Crews shall be given time during working hours to, and shall keep their quarters in clean and sanitary condition.

Ordinary seamen shall not be required to pass coal for more than one fireman each.

SEC. 7. Tow barges of 850 gross tons, government register, and up to 2,100 gross tons, government register, shall carry no less than one mate, one donkeyman and four able-bodied seamen before the mast. Tow barges of over 2,100 gross tons, government register, shall carry one mate, one engineer or donkeyman and six able-bodied seamen. On whalebacks of the smaller class carrying a towing machine and carrying an engineer, they shall carry a mate and four able-bodied seamen.

SEC. 8. On all vessels in the salt, alabaster, stone, railroad iron, pig-iron, copper, sand, cement, cedar, or pulpwood trade, the men shall receive twenty-five (25) cents per hour when working at cargo at all times over and above their regular wages.

SEC. 9. All vessels covered by this contract shall provide well-lighted, well-ventilated, clean sleeping quarters, properly heated in cold weather; the beds

III.574 NEW YORK STATE DEPARTMENT OF LABOR.

shall have good mattresses, springs and pillows, and clean linen at least once every trip. All vessels shall carry a full equipment of life-saving apparatus.

All tow barges must have a wheelhouse.

SEC. 10. It is further agreed that all requisitions for men to be furnished under this contract shall be made by officers of the vessels covered hereby to the shipping master of the Lake Carriers' Association or his assistants at the port nearest to which the vessel is lying, and such shipping master, in turn, shall make requisition on the shipping officers of the Lake Seamen's Union for all such men. And if any transportation is required to get the men to the vessel, the same shall be furnished by the shipping master of the Lake Carriers' Association, the shipping officers of the Lake Seamen's Union guaranteeing that the men so furnished with transportation will ship and serve for the trip on the boats to which they have been assigned. Nothing in this article shall prevent or prohibit the master or officer of a vessel shipping union men when they apply to him for a job as heretofore.

SEC. 11. It is understood and agreed that in the event of any grievance, no man shall quit without first consulting the agent or delegate of the Lake Seamen's Union.

There shall be no Sunday or legal holiday work, such as painting, scrubbing of paint, or cleaning brass; cleaning of decks, however, not to be construed under this paragraph as unnecessary.

SEC. 12. It is further understood that after a vessel has completed her round trip, if any of the employees covered by this agreement quit, there shall be no obligation to hire others until they are needed.

In case a vessel goes out of commission before the completion of the trip for which the crew has been engaged, the crew shall receive railroad transportation to the port where the trip was commenced.

SEC. 13. It is also agreed that the offices of the Lake Seamen's Union shall be kept open day and night during the season of navigation at the ports of Buffalo, Ashtabula, Cleveland, South Chicago, Chicago, Milwaukee and Detroit.

It is understood there will be no objection to a boat carrying five ordinary seamen and five able-bodied seamen, in place of six ordinary seamen and four able-bodied seamen if the captain so desires.

SEC. 14. In the event of any difference arising between the two parties hereto as to the meaning or intent of this contract, the men shall continue to work and the said difference shall be arbitrated within thirty days.

WAGE SCALE.

Subject to the foregoing terms and conditions the Lake Carriers' Association and the members of the Lake Seamen's Union do hereby agree to the following scale of wages for the said season of 1907:

SECTION 1. The rate of wages for wheelmen, watchmen and lookouts men employed under this agreement shall be at the rate of fifty dollars (\$50) per month from the opening of navigation to the first day of October, and from the first day of October to the close of the season of navigation, at the rate of sixty-five dollars (\$65) per month.

SEC. 2. Ordinary seamen shall receive at the rate of thirty dollars (\$30) per month from the opening of navigation to October 1st, and at the rate

of forty dollars (\$40) per month from October 1st to the close of navigation.

Mates on tow barges of the larger class (vessels which paid their mates \$70 a month last year) shall be seventy dollars (\$70) per month for the entire season. Mates on other barges shall receive not less than ten dollars (\$10) per month more than seamen on the same vessel; and donkeymen five dollars (\$5) per month more than seamen.

SEC. 4. Able-bodied seamen on tow barges shall receive fifty dollars (\$50) per month until October 1st, and sixty-five dollars (\$65) per month from October 1st to the close of navigation.

SEC. 5. Engineers on tow barges carrying towing machines shall receive seventy dollars (\$70) per month.

SEC. 6. It is further agreed that the wages on steamers and barges while fitting out, and while the crew is not boarded on the vessel, shall be two dollars (\$2) per day.

It is the intention of the parties to this agreement that the Lake Seamen's Union shall and must furnish and supply all vessels of the Lake Carriers' Association all the men they require of the classes mentioned herein, to the utmost of their ability.

It is understood that the said Seamen's Union agrees that it will at all times use its best efforts and, so far as possible, guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lake Carriers' Association; and, further, that the said Seamen's Union will not order or allow its members to go on strike for any cause.

IN WITNESS WHEREOF, the Lake Carriers' Association, by its executive committee, as aforesaid, has caused this contract to be made on its behalf, and the said Lake Seamen's Union has caused this agreement to be subscribed and entered into on its behalf by its representatives, whose names are also hereto subscribed, at the city of Cleveland, this 13th day of April, 1907.

The Lake Carriers' Association,

By W. LIVINGSTONE, *President.*

The Lake Seamen's Union,

By WM. PENJE, *Secretary.*

V. A. OLANDER,

W. H. JENKINS,

WM. CURRY,

THOMAS LESTER,

VAL DUSTER,

FRED HUEHNS,

GEO. HANSEN,

THOS. J. MCCOY,

D. C. HANSEN,

ALEX MCKECHNIE.

III.576 NEW YORK STATE DEPARTMENT OF LABOR.

(b) *This agreement, made and entered into in the city of Cleveland, April 17, A. D. 1907, by and between the Lumber Carriers' Association, by its duly authorized committee and the Lake Seamen's Union, by its duly authorized representatives, witnesseth as follows:*

ARTICLE 1. This agreement is made for 1907 on the Great Lakes, for all vessels with a carrying capacity of 375,000 and over, pine lumber, and for all schooners enrolled or hereafter enrolled in the Lumber Carriers' Association.

ART. 2. All steamers covered by this contract shall carry the same number of wheelmen, watchmen and ordinary seamen as has been the custom prevailing heretofore.

All barges covered by this contract under 300 gross tons, government register, shall carry the same number of men as heretofore.

All barges of 300 gross tons and up, government register, shall carry the same number of men as heretofore, but not less than one (1) mate and four (4) able seamen. All schooners to carry the same number of men as heretofore.

ART. 3. In the event that the Seamen's Union is unable to furnish sufficient union men when called for by the captain, he may ship non-union men to fill such shortage for not longer than the ensuing round trip, and such non-union men shall not be disturbed before the expiration of their term of shipment for the trip as above provided. At least three hours to be given union shipping office for men, unless men desert just before vessel started, then vessel can take quickest obtainable.

ART. 4. It is distinctly understood and agreed that all men working under this contract shall observe and perform and execute faithfully, promptly and cheerfully all orders given by the captain or his executive officers.

ART. 5. It is further understood and agreed that no union man shipping on any boat covered by this contract for the trip shall desert the ship before the trip is completed. The captain shall report such desertion to the Lake Seamen's Union; such deserter shall be deprived of his book, and not allowed to work for a specified time, to be set by the agent where complaint is made.

ART. 6. It is further agreed that all requisitions for men to be furnished under this contract shall be made by the officers of the vessels covered hereby to the shipping officers of the Lake Seamen's Union, for all such men, and if any transportation is required to get the men to the vessels, it shall be paid by the vessels. The shipping officers of the Seamen's Union guaranteeing the men so furnished with transportation will ship and serve for the trip on the boats to which they have been assigned. Nothing in this article shall prevent or prohibit the master or officer of any vessel shipping union men who may apply to him for a job as heretofore, also shipping office will advance railroad fare when necessary to furnish men promptly, and settlement shall be made direct with shipping officer.

ART. 7. It is further agreed that the wages of the men employed in fitting out on steamers and barges shall be \$2 per day while not boarding on the vessel, and such term "fitting out" shall be only construed to take in three days before vessels going into actual commission. As soon as they are shipped for the trip and the vessels are in commission, the wages shall be fixed by the schedule hereinafter provided.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.577

ART. 8. *Section A.* Ten hours, from 7 A. M. to 6 P. M., shall constitute a day's work when crew is handling cargo; the rate of pay for overtime in handling cargo shall be the same as charged by regular longshoremen of the port.

Section B. No man shall work more than ten hours for one day's pay, unless they are given watch and watch. The rate of pay for overtime at all work, except as provided in section A of this article, shall be twenty-five cents per hour. Shifting in port, mooring vessel, putting on and taking off hatches to be excepted.

ART. 9. Vessels shall furnish clean and sanitary quarters for the crew; have good mattresses and server for each man, and a change of bed linen each trip. Wheelhouse to be placed on barges on or before September 15, 1907, wherever practicable, the owner or manager to be the judge.

ART. 10. There shall be no Sunday or legal holiday work, such as painting, scrubbing paint or cleaning brass, cleaning of decks, however, not to be construed under this paragraph as unnecessary.

ART. 11. It is understood that the said Seamen's Union agrees that it will at all times use its best efforts, and as far as possible guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lumber Carriers' Association.

ART. 12. It is the intention of the parties of this agreement that the Lake Seamen's Union shall and must furnish to all boats of the Lumber Carriers' Association, carrying 375,000 feet and over, pine lumber, all the men they require of the class herein mentioned, to the utmost of their ability.

WAGE SCALE.

Subject to the foregoing terms and conditions, the Lumber Carriers' Association and the members of the Lake Seamen's Union do hereby agree to the following scale of wages for the season of 1907:

ARTICLE 1. The rate of wages for men under this contract shall be as follows:

For all vessels (except schooners under sail), with a carrying capacity of 375,000 and over, pine lumber.

Wheelsmen and watchmen, \$50 per month; ordinary seamen, \$30 per month. After October 1st, wheelsmen and watchmen, \$65 per month; ordinary seamen, after October 1st, \$40 per month.

Sailors on barges, the same as wheelsmen on like tonnage; mates, \$10 per month more than sailors.

Wages on schooners under sail, \$2 per day to September 1st; \$2.50 per day for the month of September; \$2.75 per day for the balance of the season; mates, twenty-five cents more than sailors.

ART. 2. It is further understood and agreed that after a boat has completed her round trip, if any of the employees covered by this agreement quit, there shall be no obligation to hire others until the captain needs them.

ART. 3. AND, FURTHER: That said Seamen's Union will not order or allow its members to go out on strikes for any cause. In the event of any differences arising between the parties hereto as to the meaning or intent of any part of this contract, the men shall continue to work and said differences shall be arbitrated in the usual way within thirty days.

III.578 NEW YORK STATE DEPARTMENT OF LABOR.

It is mutually agreed by and between the Lumber Carriers' Association and the Lake Seamen's Union that duly authorized delegates or representatives shall be appointed to meet before the opening of navigation, 1908, for the purpose of arranging a wage scale and contract on vessels of the Lumber Carriers' Association for the season 1908.

IN WITNESS WHEREOF, the Lumber Carriers' Association, by its duly authorized committee, as aforesaid, has caused this contract to be subscribed and made on its behalf, and the said Lake Seamen's Union has caused the same to be subscribed and entered into on its behalf, by its representatives, whose names are also hereunto subscribed, at the city of Cleveland, this seventeenth day of April, in the year first above mentioned.

For the Lumber Carriers Association:

W. H. TEARE,
C. H. PRESCOTT, JR.,
O. W. BLODGETT,
J. C. GAREY,
J. A. CALBICK,
H. E. RUNNELS,
W. H. SHARP.

For the Lake Seamen's Union:

WM. PENJE, *Secretary*.
V. A. OLANDER,
W. H. JENKINS,
THOS. J. MCCOY,
WM. CURRY,
GEO. HANSEN,
D. C. HANSEN,
FRED HUEHNS,
ALEX. McKECHNIE,
VAL DUSTER,
THOMAS LESTER.

EXPLANATION OF ARTICLE VIII OF THE AGREEMENT WITH THE LUMBER CARRIERS' ASSOCIATION.

Bringing the vessel in and out of port, taking off or putting on hatches, shifting in port is not overtime; any other work done off watch in port is overtime. This, however, not conflicting with section B of article VIII.

If a crew have all night in and work all day and take the vessel out at 6 P. M., the crew on watch are entitled to overtime for the hours between 1 and 6 P. M.—five hours.

If a vessel arrives in port at 3 A. M. and the crew work all day, the second watch are entitled to overtime — three hours.

STEAM SHOVEL, DREDGE, AND TUG MEN, GREAT LAKES.

This agreement, made and entered into at Cleveland, Ohio, on the 13th day of April, 1907, by and between the International Brotherhood of Steam Shovel and Dredgemen, International Brotherhood of Steam Shovel, Dredge Firemen, Oilers, Deck Hands, Scowmen and Watchmen of America; Licensed Tugmen's Protective Association; and the Tug Firemen and Linesmen's Association, all affiliated with the International Longshoremen, Marine and Transport Workers' Association as party of the first part, and the Great Lakes Tug and Dredge Owners' Protective Association, owning and operating dredges and tugs for dredging and public work, as party of the second part.

WITNESSETH: Under the following terms and conditions the party of the first part agrees to furnish the party of the second part competent and experienced men at all times as far as possible:

1. It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the party of the second part, or his representative in charge of the various tugs or dredges, and that the scowmen be under the control of the captain of the tugs from the time the scow leaves the dredge until the scow returns again.

2. There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against any member of the party of the first part; where either party thinks there is a discrimination it shall be settled by arbitration.

3. All complaints, grievances, or questions in dispute arising under this agreement that cannot be adjusted by the parties hereto shall be submitted to arbitration as is hereafter provided for the arbitration of disputes; grievances and controversies.

4. If a member of the party of the first part has been discharged, and he believes that such discharge was unjust, he may ask for arbitration; said arbitration board to meet within ten days after having the matter in dispute submitted to them.

5. In the event of a man being discharged or quitting work the company may employ a member temporarily to fill such a vacancy for a period not to exceed thirty days; if, however, he is continued in the company's employ longer than thirty days he cannot be laid off or discharged without just cause.

6. In the event of a controversy arising between the men or in the event of the men having a grievance, they shall continue to work and all such grievances and controversies will be settled if possible by the representative of the men and the representative of the employer; if such controversy or grievance cannot be settled by them then they shall be arbitrated by choosing a third disinterested man upon whom the representative of the men and the representative of the employer may agree; if the representative of the men and the representative of the employers cannot agree, then the matter shall be submitted to the representative of the general organizations, and the general manager or his representative of the Great Lakes Tug and Dredge Owners' Protective Association; and if they cannot agree then they shall choose a third disinterested man, and the said three shall constitute a board of arbitration and the decision of a majority thereof shall be final and binding, and all parties shall abide thereby. It is expressly understood and agreed

III.580 NEW YORK STATE DEPARTMENT OF LABOR.

that said arbitration board shall meet within ten days after the occurrence of the difference requiring arbitration has been submitted to them.

7. It is distinctly understood and agreed that no beer or other intoxicating liquors will be permitted to be brought on the property of the Great Lakes Tug and Dredge Owners' Protective Association. For a violation of this clause the guilty party or parties may be suspended or discharged.

8. Where any man or men causes a willful loss to party of the second part, said man or men shall pay to the party of the second part the amount of such loss. If said man or men refuse to pay such loss they shall be expelled from the organization to which they belong, and remain expelled until such loss is paid by them; said loss to be determined by the arbitration board as provided for in case of controversies and grievances.

9. It is further understood and agreed that the parties hereto agree to meet in Detroit on the second Monday in February, 1908.

10. There are attached hereto as a part of this agreement schedules of wages marked Exhibits "A," "B," "C" and "D," and made a part thereof. Said schedule of wages and all provisions therein contained are to be respected by all the parties hereto, and are hereby agreed to for the year ending March 31, 1908, as set forth in said respective schedules.

EXHIBIT "B."

We, the representatives of the International Dredge Workers' Protective Association covering dredge firemen, oilers, deck hands, scowmen and watchmen, do hereby accept the following scale and conditions for the year ending March 31, 1908:

ARTICLE 1. That the parties hereto agree that on and after the signing of this agreement thirty days or nights shall constitute a full month's work, and that twelve hours' work shall constitute a full day's work. Where men work over twelve hours per day the extra time shall be paid for at the rate of time and one-half. All Sunday work will be paid for at the rate of time and one-half in addition to the regular monthly salary. Double time for working legal holidays. Double crews on all dredges working over sixteen hours. No work to be done on Sunday except by order of the person in charge of the dredge.

ART. 2. It is further agreed that the parties of the second part shall pay a minimum scale of wages as follows:

\$66.00 per month and board for firemen and oilers.

\$66.00 per month and board for satisfactory watchmen.

\$55.00 per month and board for deck hands and scowmen.

ART. 3. The party of the second part further agrees that this scale of wages shall commence at the time dredges start to fit out and continue in effect until dredges are laid up. Firemen, oilers, deck hands, scowmen and watchmen shall have the preference for work, fitting out and laying up. Time of fitting out to be determined by the owner or his representative and the person in charge of the dredge.

ART. 4. It shall be the duty of the chief engineer or man in charge of the dredge to secure competent dredge crew, and require of them a faithful performance of their respective duties. In the event that the men usually employed as dredgemen are not available or refuse to serve, first parties pledge themselves to endeavor to secure others to serve and to use the influence of its organization and do everything in its power to keep the dredges of the second party in continuous operation.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.581

ART. 5. Party of the second part further agrees to furnish men in their employ good food, clean and comfortable sleeping quarters. When the men board ashore they will be allowed \$20 per month in lieu of board.

ART. 6. It is agreed that men shall be paid twice each month. Party of the first part further agrees to give party of the second part six days' notice when leaving their employ.

ART. 7. It is understood and agreed that no work shall be done on Labor Day. Monthly men working under this agreement shall not be paid for Labor Day or other legal holidays not worked.

Signed by the executive committee of the Great Lakes Tug and Dredge Owners' Protective Association:

T. C. LUTZ,
J. A. SMITH,
PLINY B. MCNAUGHTON,
M. SULLIVAN,
S. O. DIXON,
HARVEY W. HUBBELL,
E. J. HINGSTON,

Signed by the general executive committee and delegates of the International Dredge Workers' Protective Association.

W. B. JONES,
BENJ. F. DISBROW,
ALBERT EAGLE,
A. NICKERSON,
ED. J. KIRK,
SOL. H. WHITE,
A. A. BEATON,
B. FENAUGHTY,
CLAUDE WIRTH,

Signed by representatives of the International Longshoremen, Marine and Transport Workers' Association.

DANIEL J. KEEFE.

STREET RAILWAY EMPLOYEES, ALBANY AND TROY.

SECTION 1. The United Traction Company will recognize and treat with its employees or with any committee of its employees when they desire to be heard in relation to any grievance.

SEC. 2. The division of the time-table into runs is to be arranged by the superintendent and a committee of the employees. In case of delay, men who are on cars will be paid until relieved and men who have reported to relieve these cars shall be paid for their time at the regular rate unless excused by the division superintendent. Regular conductors and motormen who perform extra work shall be paid time and one-half from the time they are required to report for the extra work. Time-tables shall be posted in a conspicuous place at least five days before going into effect, except when emergencies arise.

SEC. 3. Regular conductors and motormen shall not be required to work overtime unless it becomes necessary by reason of the failure of reliefs to appear, and in this instance the division superintendent shall endeavor to

III.582 NEW YORK STATE DEPARTMENT OF LABOR.

so arrange that not more than one round trip shall be required and in no instance more than two trips. All regular conductors and motormen who consent to and are assigned to extra work shall be entitled to extra compensation. Every regular conductor and motorman who performs work over and above his daily schedule shall be paid time and one-half from the time he is required to report.

SEC. 4. Conductors and motormen shall be given preference for work on snowplows and sweepers. All work on snowplows and sweepers shall be paid for at rate of time and one-half.

SEC. 5. Committees of employees who desire leave of absence shall have preference over other employees in securing such leave at any time.

SEC. 6. When employees are summoned before the general or division superintendent to answer charges it must be as soon as possible after the alleged offense was committed, and they shall lose no more time than is actually necessary, and if not guilty of the alleged offense they shall be reimbursed for all time lost. When an employee is summoned before the superintendent for a violation of rules he shall, upon request have time after hearing the charges against him to present any defense which he may have to the charges and shall, if he so desires, be entitled to an adviser or advisers. An adjournment of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a motorman or conductor is cited to appear before the superintendent to answer charges in addition to the usual custom of having his name appear on the daily slate he is to be handed by the superintendent a copy of charge or charges he is to answer, to which charges he shall have one hour in which to make reply or answer. In case he is not satisfied with the decision of the superintendent he shall have the right to appeal to the general manager and in these appeals will be entitled to an adviser or advisers and final decision shall be given within two weeks.

SEC. 7. In the record kept by the company for violation of rules by employees, the defense of the employee as well as the violation shall be a matter of record.

SEC. 8. The company agrees to furnish free transportation to all employees on all lines now owned and operated by the company, and an employee shall be permitted to occupy any unoccupied seat.

SEC. 9. In vacancies occurring on railroad crossings motormen and conductors shall have preference for such positions.

SEC. 10. The clerks at the several car houses will, when requested, count and verify conductors' daily receipts.

SEC. 11. The company agrees to permit any employee to be absent for not exceeding two weeks in any one year without interfering with his position on the slate until after the expiration of that time, provided that the extra list is sufficiently large to permit such vacation.

SEC. 12. In the appointment of conductors and motormen to positions of reserve crews preference will be given to motormen and conductors according to seniority, all other things equal.

SEC. 13. The rates of wages to be paid conductors and motormen after June 30, 1907, is to be decided by arbitration, stipulations of which are hereto annexed and a proportionate increase, if any, shall be given to pitmen, pitmen's helpers, flagmen, sandmen, janitors and teamsters.

SEC. 14. This agreement shall remain in force during the time to be agreed upon later by both parties to said agreement.

Supplemental agreement between United Traction Company and the employees of said United Traction Company hereinafter mentioned and described:

WHEREAS, On the 6th day of July, 1907, an agreement was entered into between the above-named parties; and

WHEREAS, By section 13 thereof it was provided, "That the rate of wages to be paid conductors and motormen after June 30, 1907, is to be decided by arbitration, stipulations of which are hereto annexed, and a proportionate increase, if any, shall be given pitmen, pitmen's helpers, flagmen, sandmen, janitors and teamsters," and by section 14 of said agreement it is further provided, "This agreement shall remain in force during the time to be agreed upon later by both parties to said agreement," and

WHEREAS, Said parties submitted the rate of wages to arbitration by agreement bearing date July 6, 1907, and said arbitrators have found that the rate of wages to be paid to conductors and motormen from the 1st day of July, 1907, is twenty-five (25) cents per hour and that a proportionate increase shall be given to pitmen, pitmen's helpers, flagmen, sandmen, janitors and teamsters:

IT IS HEREBY MUTUALLY AGREED between the parties that the finding of said board of arbitrators be and the same are hereby in all things ratified and confirmed by us, and that the agreement entered into on the 6th day of July, 1907, as amended by this agreement, shall continue in force as to all matters therein mentioned until the 30th day of June, 1909, and that the following is the fixed rate of wages for said term:

Motormen and conductors, twenty-five (25) cents per hour.

Pitmen, twenty-five (25) cents per hour.

Pitmen's helpers, twenty-one and three-fourths ($21\frac{3}{4}$) cents per hour.

Flagmen, eighteen and three-fourths ($18\frac{3}{4}$) cents per hour.

Sandmen, eighteen and three-fourths ($18\frac{3}{4}$) cents per hour.

Janitors, seventeen (17) cents per hour.

Teamsters, nineteen and three-fourths ($19\frac{3}{4}$) cents per hour.

IT IS FURTHER MUTUALLY AGREED, That if at or within thirty (30) days prior to the expiration of this agreement, any controversy shall arise between the traction company and their employees as to the rate of wages to be paid to such employees after the expiration of this agreement, the same shall be referred for determination to arbitrators, one to be selected by the traction company and one by the employees, and if they cannot agree a third man to be selected by such arbitrators for the determination of the question thus submitted.

IN WITNESS WHEREOF, The parties hereto have caused this agreement to be signed, in duplicate, the party of the first part by its general manager, and the parties of the second part by their committee, this 24th day of August, 1907.

UNITED TRACTION COMPANY,

By EDGAR S. FASSETT, *General Manager.*

JOSEPH F. McLAUGHLIN,

WM. KAVANAUGH,

Committee of Employees.

In presence of:

JOHN E. MACLEAN.

III.584 NEW YORK STATE DEPARTMENT OF LABOR.

Supplemental agreement between United Traction Company and the employees of said United Traction Company, known as the transformer operators and transformer operators' helpers:

WHEREAS, The rate of wages to be paid to transformer operators and transformer operators' helpers was not submitted to arbitration by the agreement between the company and its employees under date of July 6, 1907; and

WHEREAS, The rate of wages to be paid such employees was afterward and on the 24th day of August, 1907, submitted to arbitration, said company selecting Lewis E. Carr of Albany, N. Y., as one of said arbitrators, and said employees selecting James D. Landrigan of Troy, N. Y., as another of the said arbitrators; and,

WHEREAS, Said arbitrators have found on this date that the rate of wages paid to transformer operators from the 1st day of July, 1907, is twenty-nine (29) cents per hour, and to transformer operators' helpers twenty-two (22) cents per hour,

IT IS HEREBY MUTUALLY AGREED by and between the parties that the findings of said board of arbitrators be and the same are hereby in all things ratified and confirmed by us, and that the wages to be paid from the 1st day of July, 1907, shall be as found by said board of arbitrators, and that said rate of wages shall continue in force until the 30th day of June, 1909.

IT IS FURTHER MUTUALLY AGREED, That if at or within thirty (30) days prior to the expiration of this agreement any controversy shall arise between the traction company and their employees after the expiration of this agreement, the same shall be referred for determination to arbitrators, one to be selected by the traction company and one by the employees, and if they cannot agree a third man is to be selected by such arbitrators for the determination of the question thus submitted.

IN WITNESS WHEREOF, The parties hereto have caused this agreement to be signed, in duplicate, the party of the first part by its general manager, and the parties of the second part by their committee, this 29th day of August, 1907.

UNITED TRACTION COMPANY,

By EDGAR S. FASSETT, *General Manager.*

WM. KAVANAUGH,

Committee of Employees.

In presence of:

JOHN E. MACLEAN.

STREET RAILWAY EMPLOYEES, OSWEGO.

Memorandum of agreement, made and entered into this 1st day of June, 1907, by and between the Oswego Traction Company, their successors, lessees and assigns, party of the first part, and hereafter, for convenience sake, called the company, and the Amalgamated Association of Street and Electric Railway Employees of America, Division 92, of Oswego, N. Y., party of the second part, and hereafter, for convenience sake, called the association:

WITNESSETH, That in the operation of the line or lines of the party of the first part, both parties do mutually agree —

1. That the company through its properly accredited officers will treat with the officers and accredited committees of the association on all questions arising between them.

2. Motormen and conductors to receive the following scale of wages, viz.:

Those in employ of company prior to June 1, 1905, 20 cents per hour; those in employ of company prior to September 30, 1906, 18 cents per hour, for the period ending June 1, 1908, after which the rate of 20 cents will apply.

Conductors and motormen employed during 1907 and hereafter will be paid as follows:

Those in employ, 1st year.....	16	cents	per	hour
Those in employ, 2d year.....	17	"	"	"
Those in employ, 3d year.....	18	"	"	"
Those in employ, 4th year.....	19	"	"	"
Those in employ, 5th year.....	20	"	"	"

Ten hours as near as possible to constitute a day's work. Overtime to be paid at same rate.

3. It is understood that the present time schedule as it exists in summer and winter seasons is as near correct as circumstances will permit.

4. There shall be maintained two employees' lists to be known respectively as the regular and extra lists. The regular list to comprise the men having regular runs through the year. The extra list to comprise the men not on regular list.

5. Men on both regular and extra lists to be given preference in runs when vacant, in accordance with seniority in service, except, that when a man's record shows that he has been grossly negligent or is not competent to fill the vacancy, he will not be eligible for advancement until he has by continued good service cleared his record sufficiently to entitle him to such preference in accordance with his age in the service.

6. When additional cars are to be added to the service, or when any of the regular runs are vacant, notice of this will be posted on bulletin board at least five days and the run or runs given to the oldest bidder, provided he is eligible as per article 5.

7. All employees are entitled to free transportation over all the company's lines.

8. Any employee who has been suspended or discharged and who shall, as the result of an investigation, be found to have been suspended or discharged without good cause, shall be reinstated in his former position and paid for such time lost.

III.586 NEW YORK STATE DEPARTMENT OF LABOR.

9. The company considers membership in the organization desirable and beneficial to its employees, and no employee will be dismissed without sufficient and just cause.

10. In consideration of the above the association agrees that its membership shall perform their labor and use their influence and best endeavors to promote and advance the welfare and prosperity of the company.

11. This agreement and the provisions thereof shall continue in force and be binding upon the respective parties hereunto until the 1st day of June, 1909, and from year to year thereafter unless changed by the parties hereunto. Either of the parties hereunto desiring a change in any section or sections of this agreement shall notify the other party, in writing, of the desired change thirty days prior to the end of each year, which is the thirty-first day of May. After such notice the agreement shall be considered, and upon reaching an agreement it shall be then entered into and become a part of this agreement.

SWITCHMEN, DELAWARE, LACKAWANNA & WESTERN RAILROAD.

Rules and rates of pay for switchmen, effective January 1, 1907.

1. Switchmen will be permitted to take their meals between the hours of 11 and 1 o'clock. If men are worked five hours and thirty minutes, they must then be allowed at least thirty minutes for meals, and will be paid for one extra hour.

2. Ten hours shall constitute a day's work. All over this will be paid for as overtime at the regular rate the switchman is receiving. Five hours or less shall constitute one-half day. In working overtime, thirty minutes will be considered one hour; less than thirty minutes will not be counted.

3. For work begun between 12 o'clock noon and 4 o'clock A. M., night rates will be paid, except when working only from 12 M. to 6 or 7 P. M.

4. All territory under the jurisdiction of one yard master or general yard master will be considered one yard.

5. Switchmen will enter upon duty and also be relieved at the yard office or other suitable designated place.

6. Switchmen will not be required to supply coal, water or sand to engines; nor to perform duties outside of switching service.

7. Switchmen will not be required to work overtime. When necessary to protect the company's interests, as in the case of actual emergency, continuous service not to exceed fourteen hours may be required.

8. Switchmen necessarily assigned to temporary duty as switchtenders or flagmen will be paid switchmen's rates.

9. Coal mine crews will be classed as in yard service, except in Kingston and Pittston districts.

10. Switchmen includes foremen and helpers only.

11. So far as practicable, when work trains are employed within yard limits, they shall be handled by switchmen.

12. Switchmen serving on grievance committees shall not be discriminated against.

13. Yard crews shall consist of a foreman and two helpers, but as special occasions require a greater or less number may be worked.

14. Priority age of switchmen will date from the time they enter the service as switchmen.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.587

15. In employing additional men for yard service, preference will be given to experienced switchmen of suitable age and physical condition.

16. Switchmen will not be transferred from one yard to another to the detriment of switchmen in the yard to which they are transferred.

17. Seniority will be the rule for promotion in yard service when merited by faithful discharge of duty and when the employee has shown capacity for increased responsibility.

18. Vacancies in day yard will be filled by promoting men from night service, provided there are men in night service desiring day work.

19. Switchmen who are unable from any cause to perform service must send notice in ample time to make other provision.

20. Switchmen will be given a hearing before they are suspended or dismissed; but if action is taken in error before such hearing they will receive pay at regular rates for time lost. Investigations will be made within five days.

21. Grievances must be presented individually to the general yard master as soon as practicable, and in all cases within thirty days. After that time they will not be considered.

22. Appeal may be taken from decision of yard master to superintendent or higher official.

23. Insubordination, intoxication and continued or repeated absence without leave will be punished by dismissal.

24. Switchmen will not be given leave of absence exceeding sixty days, except in case of sickness.

25. When switchmen leave the service of their own accord they will not be reinstated.

26. Switchmen who have been in the employ of the company for sixty days, upon leaving the service or being relieved, will be given a certificate stating time of service, and in what capacity, the same to be approved and stamped by the proper officers.

27. It is the policy of the management to find suitable employment, if practicable, for disabled employees, where they can perform work that does not incur danger to themselves, other employees, the public, or the company's property.

28. When the force is reduced, the junior men in the service will be assigned to the extra list in regular order.

29. Switchmen temporarily engaged in business of the company outside the line of their regular duties, at court or otherwise, will be allowed their regular wages and necessary expenses.

30. Rosters of the switchmen employed in each yard, giving dates they entered the service as switchmen, will be kept at convenient places for inspection by them.

31. When the service on a time slip is not allowed, the time slip will be returned to the man making it, with reasons given in writing for not allowing it.

32. The oldest extra switchman shall have preference for work.

33. When the regular force is to be reduced, men residing within prescribed calling distance shall be notified not less than two hours before the time they are expected to report for work. If not so notified and they report for work, they shall be allowed pay for one-half day.

III.588 NEW YORK STATE DEPARTMENT OF LABOR.

RATES IN CENTS PER HOUR.

Yards.	FOREMEN.		HELPERS.	
	Days.	Nights.	Days.	Nights.
Hoboken, Newark, Secaucus and Scranton.....	33	35	30	32
Buffalo.....	34	36	31	33
Other yards.....	30	32	27	29

T. E. CLARKE,
General Superintendent.

TEAMSTERS, ALBANY.

[Reported by union as signed by eighteen employers.]

Agreement between Team Owners of Albany, N. Y., and International Brotherhood of Teamsters Union No. 294, of Albany, N. Y.

1. That none but union teamsters be employed.
2. The rate of wages shall be: For single drivers \$12 per week and for double team drivers \$12 per week.
3. Sand drivers are to receive \$12 per week.
4. Double rate of wages to be paid for the following: Sundays, New Year's, Fourth of July, Labor Day, Thanksgiving and Christmas.
5. Men are to report at barn 6 A. M. and quit as near 6 P. M. as possible. After 6 P. M. the rate of wages shall be time and one-half.
6. When nonunion teamsters are employed in any barn, employees shall have the right after investigating the matter to quit work until the same has been adjusted, without violating this agreement.
7. The above agreement to go into effect May 1, 1907, and continue in force until May 1, 1908.
8. It is also agreed to reinstate all members who are out on strike.

TEAMSTERS, NEW YORK CITY.

(a) COMMISSION WAGON DRIVERS AND HELPERS.

- SECTION 1. Single truck drivers, \$15 per week; double truck drivers, \$18 per week. Salary to be paid weekly.
- SEC. 2. Twelve hours to constitute a day's work, time to be taken when ordered to the stable and on return to same; overtime to be paid at the rate of thirty cents per hour, first thirty minutes to be conceded to the employer, any time over the half hour to be counted as an hour in favor of the driver.
- SEC. 3. That drivers be not asked to report at the stable on Sundays.
- SEC. 4. Drivers be not asked to work after 7 A. M. Labor Day.
- SEC. 5. The employer agrees to employ members of the International Brotherhood of Teamsters, Local Union No. 449, with paid-up cards, or those who are available to become members at the next regular meeting. All goods to be loaded by union helpers.
- SEC. 6. Any driver reporting for work on Sundays and holidays to receive day and a half pay for the same.
- SEC. 7. Should any difference arise between employer and employee, outside of violation of this agreement, which cannot be adjusted by the representative of this local union, the same to be submitted to arbitration, the arbitration board to consist of an equal number of employers and an equal number of teamsters; failure to agree they shall mutually select an umpire, whose decision in the matter shall be final and binding to both parties, no lock-out or strike to take place pending report.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.589

SEC. 8. It is the sincere wish of Local Union No. 449, I. B. of T., that the firm or those to whom it may concern will live up to this agreement in the manner of paying wages and overtime. Allowing no driver to make any special agreement in regard to wages. Any driver violating this rule will be fined for the first offense and dismissed from the union for the second.

SEC. 9. Wagons to be paid at the rate of \$13 per week.

SEC. 10. This agreement to be in force until April, 1908.

In behalf of Merchants' Association,

L. W. SMITH, *Secretary*.

For Local No. 449, I. B. of T.,

WILLIAM McNALLY.

(b) COACH DRIVERS.

Agreement entered into by the New York Coach Owners' Association and Local 643, U. T. of A.

SECTION 1. All drivers to have eleven hours off from the time of leaving stable until reporting for work next day. Men on watch are to report at the usual hour in the morning. The existing working conditions in stable to remain as heretofore; if abused to be referred to the grievance committee.

SEC. 2. That each driver have one hour for dinner as near the middle of the day as possible. Drivers when requested to report back at the stable ahead of time will do so, but the time must be allowed at the earliest opportunity by the employer.

SEC. 3. Drivers to be paid \$2 per day, salary to be paid weekly.

SEC. 4. When a driver is kept out until 6 A. M. he receives twenty-four hours off with pay.

SEC. 5. Only members of U. T. of A. of Manhattan and Bronx with paid-up cards to be employed.

SEC. 6. No driver to be taken away from employment unless a suitable driver is furnished to take said driver's place.

SEC. 7. That \$1.25 be paid to extra drivers for all cemetery calls; city funerals, 75 cents.

SEC. 8. That an employer has the right to hire any man who signifies his intention of becoming a member of Local 643, U. T. of A.

SEC. 9. That any man who is a citizen of the United States and can speak English will be accepted into Local 643, U. T. of A., providing the applicant is a man of good character.

SEC. 10. That Local 643, U. T. of A., shall make no contract or agreement with any individual coach owner or owners, other than the New York Coach Owners' Association, through its proper officers. That the New York Coach Owners' Association will make no contract or agreement with anybody other than Local 643, U. T. of A.

SEC. 11. All grievances shall be made known to the officers designated by the Coach Owners' Association.

SEC. 12. This agreement to go into effect on May 15, 1907, and to remain in force until May 15, 1908.

For the New York Coach Owners' Association,

FRED HULBERG, *President*.

For the United Teamsters of America, Local 643,

WM. H. ACKERMAN, *President*.

III.590' NEW YORK STATE DEPARTMENT OF LABOR.

(c) GROCERY TEAMSTERS.

[Reported as signed by fifteen employers.]

This agreement between the firm of, party of the first part, and Local 707, U. T. A., party of the second part, shall govern all wages, hours and conditions herein set forth from the 1st day of January, 1907, until the day of, 190 .

SCALE OF WAGES.

Four (4) horse drivers to receive.....	\$18	per	week
Three (3) horse drivers to receive.....	17	"	"
Two (2) horse truck drivers to receive.....	15	"	"
One (1) horse truck driver to receive.....	13	"	"
Two (2) horse small delivery wagon drivers to receive.....	14	"	"
One (1) horse small delivery wagon drivers to receive.....	12	"	"

HOURS AND CONDITIONS.

SECTION 1. Ten hours to constitute a day's work, time to be taken when leaving stable and on return to same; overtime to be paid at the rate of 25 cents per hour, first thirty minutes to be conceded to the employer, any time over the half hour to be counted as an hour in favor of the driver.

SEC. 2. Drivers who are required to report for work Labor Day to receive two days' pay for same.

SEC. 3. That drivers be not asked to report at the stable on Sundays.

SEC. 4. Members of Local No. 707, U. T. of A., with paid-up cards, to be employed, or those who are willing to become members at the next regular meeting.

SEC. 5. Should any difference arise between the employer and employee outside of violation of this agreement, which cannot be adjusted by the representative of this local union, the same to be submitted to arbitration, the arbitration board to consist of an equal number of employers and an equal number of teamsters; failure to agree they shall mutually select an umpire, whose decision in the matter shall be final and binding to both parties, no lock-out or strike to take place pending report.

TEAMSTERS, TROY.

[Terminating dispute of April 1.]

Agreement between the undersigned team owners and the Heavy Transfer Drivers, Local No. 227, of Troy, N. Y., members of the International Brotherhood of Teamsters and the Central Federation of Labor.

1. It is agreed that only members of the above-named union shall be employed unless said union is unable to furnish teamsters.

2. Wages to be not less than \$12 per week for single horse drivers and not less than \$13 per week for team drivers.

3. Drivers to report to their barn at 6 A. M. and finish no later than 6 P. M.

4. Work performed before 6 A. M. and after 6:30 P. M. will be overtime paid at rate of 30 cents per hour, time after 7:30 hours to be figured as two hours.

5. Double time to be paid for work on Sundays and holidays. Holidays to be Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's.

6. It is hereby agreed by and between members of Local No. 227, Heavy Team Drivers, and undersigned Team Owners of the City of Troy, N. Y., that said members of Local No. 227 will not participate in any sympathetic strike without full written authority of the International Brotherhood of Teamsters.

7. All matters pertaining to rules of the union to be matter for the union direct and in no wise to interfere or delay business of owners, and no vacancy to be created by said union without its representative furnishing a substitute and fill said vacancy.

8. When a nonunion teamster is employed in barn, employees have right to quit until same is properly adjusted.

9. If strike should occur over signing agreement from* employees to be reinstated at settlement.

10. No member of Local No. 227 to be allowed to work on any contract or at any coal yard unless only union drivers are employed.

11. When driver refuses to take vacancy offered he shall be considered as not a member of said union, and treated the same as nonunion driver.

12. Agreement to go into effect April 1, 1907, and continue until one or other of the partners are dissatisfied, notice in writing at least thirty days previous to the first day of January each year being necessary if change is desired. Changes only to take effect April 1st.

TELEGRAPHERS, BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.

Rules and rates of pay for telegraphers, effective February 1, 1907.

The following rules and rates of pay will govern the employment of telegraphers, and station agents whose duties require them to perform telegraph service employed upon the line of this company.

RULES.

1. Any employee required to perform telegraph service of any character or duration shall be considered a telegrapher within the meaning of this schedule.

2. When new positions are created the compensation therefor will be fixed in conformity with positions of the same class in this schedule.

3. All employees in the telegraph service will be regarded as in line for promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern. The proper officials of the company shall determine the fitness of telegraphers for employment or advancement. Seniority rights will date from last date of entering service.

4. Telegraphers covered by this schedule will not be suspended or discharged without just cause. In case of suspension or dismissal, telegraphers will have the right to refer their cases by written statement to the superintendent, and they shall have a fair and impartial trial within seven days after receipt of their statement. The aggrieved party will have the right to be present at all investigations, and be represented by a committee of employees representing his class. When the decision is not satisfactory the case may be appealed to the higher officials in regular order, and in the event he is found not guilty he will be reinstated and paid for all time lost.

* So in original.

III.592 NEW YORK STATE DEPARTMENT OF LABOR.

5. Seniority will only be effective when vacancies occur, or new positions are created.

6. A list of the operators in actual service will be compiled in order of seniority, covering each division, and a copy of same shall be furnished each telegraph station. Seniority lists will be revised annually and copies furnished as above.

7. All vacancies or new positions will be immediately advertised by bulletin sent to each office by mail, and said vacancy will be filled within ten days after it occurs by the appointment of the man entitled to it, provided telegraphers who are absent will be notified of such vacancy. Any telegrapher declining to accept promotion shall thereafter concede the right of the man accepting such promotion to lead the party refusing the same in the matter of seniority rights.

8. At offices where two telegraphers are employed, twelve consecutive hours, including meal hours, will constitute a day's work. At offices where but one telegrapher is employed, twelve consecutive hours, including meal hours, will constitute a day's work; the company reserving the right to arrange the hours to suit the service.

9. Overtime will be allowed for all hours worked in excess of the regular established hours at any point.

10. In computing overtime thirty-five minutes and less than sixty minutes shall be considered one hour; less than thirty-five minutes shall not be counted.

11. Overtime will not be allowed unless overtime slip is forwarded to the chief train dispatcher within forty-eight hours from the time the service is performed. Telegraphers shall be notified within five days when overtime is not allowed.

12. The rate of overtime shall be twenty-five (25) cents per hour for every consecutive hour worked until relieved.

13. If called before or after regular hours, telegraphers will be paid fifty (50) cents for the call, but if held on duty longer than one hour regular overtime rates will apply after the first hour.

14. Telegraphers transferred to new locations by order of proper officials will receive pay on the basis of salary of positions vacated for the time lost in transfer, and free transportation for themselves, dependent members of their families and household goods.

15. Telegraphers attending court, or other business for the company, will be paid their regular rates of pay per day, and when called to leave home, necessary expenses will be paid in addition to salaries.

16. Telegraphers leaving service in the telegraph department to accept service in other departments will forfeit their seniority rights after an absence of thirty days. Telegraphers desiring leave of absence will be granted same for a period not to exceed thirty days, provided, in case of illness, time will be extended to suit the case.

17. Telegraphers will be allowed to attend their meetings so far as consistent with good service, and will be relieved and furnished transportation without unnecessary delay. Committees will be granted leave of absence as soon as possible after it is applied for when they wish to present any matters to any officer of the company.

18. Telegraphers who have been in the service of the company one year or more will be granted one week leave of absence each year with pay.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.593

19. Extra telegraphers will receive the same compensation as the person they relieve. Telegraphers holding regular positions when required to work in other offices temporarily will be paid relief agent's salary for the time held in that capacity.

20. These rules, regulations and rates of pay will continue in force until a notice of thirty days be given of a desire to change same.

KEY.

- A Agent and telegrapher.
- C Clerk and telegrapher.
- D Day.
- M Weigh master.
- N Night.
- P Pumper.
- S Telegrapher throwing switches or handling gates.
- T Telegrapher selling tickets.
- W Car distributor.

ROCHESTER DIVISION.

Location.	Office.	Position.	Salary.
Rochester.....	FD	D	\$65 00
Rochester.....	FD	D	60 00
Rochester.....	MS	D W	75 00
Rochester.....	MS	D	65 00
Lincoln Park.....	N K	A	65 00
Lincoln Park.....	N K	N	60 00
Barnard.....	B X	A	50 00
Maplewood.....	D	A	65 00
Maplewood.....	D	N	55 00
Scottsville.....	SC	A	55 00
Garbutt.....	GO	A	65 00
Garbutt.....	GO	N	50 00
Mumford.....	MD	A	60 00
LeRoy.....	NA	D	60 00
LeRoy.....	NA	N	55 00
Pavillon Centre.....	OR	A	50 00
Pavillon.....	V	A	60 00
Parel Creek.....	A H	A	55 00
Wyoming.....	NG	A	60 00
Warsaw.....	W	D	60 00
Warsaw.....	W	DC	60 00
Warsaw.....	W	N	55 00
Rock Glen.....	CN	A	55 00
Silver Lake Junction.....	X	A	60 00
Silver Lake Junction.....	X	N	55 00
Gainesville.....	GS	DN	60 00
Hardys.....	KI	A	50 00
Bliss.....	BI	D	55 00
Bliss.....	BI	N	55 00
Eagle.....	AG	A	50 00
Freedom.....	DO	A	55 00
Freedom.....	DO	N	50 00
Farmersville.....	FA	A	60 00
Farmersville.....	FA	N	55 00
Blrd.....	SU	AN	50 00
Relief Agent.....	.....	.....	80 00

III.594 NEW YORK STATE DEPARTMENT OF LABOR.

BUFFALO DIVISION.

Location.	Office.	Position.	Salary.
Buffalo.....	B	D	\$65 00
Buffalo.....	FH	D	50 00
Buffalo Creek.....	BC	DN	60 00
Buffalo Creek.....	BY	DN	60 00
East Hamburg.....	RA	N	50 00
Orchard Park.....	RK	A	60 00
Jewettville.....	JV	A	55 00
West Falls.....	WF	A	55 00
Colden.....	DN	A	60 00
Colden.....	DN	N	55 00
Glenwood.....	GW	A	50 00
East Concord.....	NC	A	50 00
Springville.....	VE	D	60 00
Springville.....	VE	N	55 00
Hoyts.....	H	D	55 00
Hoyts.....	H	N	50 00
Murphys.....	MX	DN	50 00
West Valley.....	WV	A	60 00
Beaver.....	BV	D	55 00
Beaver.....	BV	N	50 00
Ashford.....	AD	AN	60 00
Ellicottville.....	CT	D	55 00
Ellicottville.....	CT	N	50 00
Great Valley.....	AY	A	60 00
Great Valley.....	AY	N	50 00
East Salamanca.....	SI	D	60 00
East Salamanca.....	SI	N	55 00
East Salamanca.....	DI	DN	65 00
Relief Agent.....	....	.....	80 00

MIDDLE DIVISION.

Location.	Office.	Position.	Salary.
East Salamanca.....	FY	DC	\$60 00
East Salamanca.....	FY	NC	55 00
Riverside Junction.....	WJ	DNCS	55 00
Limestone.....	MO	A	60 00
East Bradford.....	AR	A	60 00
Bradford.....	NS	DT	60 00
Bradford.....	NS	NT	55 00
Howard.....	HD	DC	55 00
Howard.....	HD	N	50 00
Dent.....	DE	D	55 00
Dent.....	DE	N	50 00
Bingham.....	GN	A	60 00
Bingham.....	GN	N	50 00
Newton.....	FW	AS	60 00
Newton.....	FW	NS	50 00
Boyer.....	AN	A	60 00
J. & B. Junction.....	BF	DNS	60 00
Freeman.....	FM	DN	50 00
Hutchins.....	UH	A	55 00
Rasselas.....	SR	A	55 00
Rasselas.....	SR	N	50 00
Ketner.....	KT	A	55 00
Clarion Junction.....	AJ	DN	60 00
Johnsonburg.....	JS	DC	55 00
Johnsonburg.....	JS	NT	50 00
Ridgway.....	NU	DCS	55 00
Ridgway.....	NU	NTS	55 00

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.595

MIDDLE DIVISION.—Continued. Location.

Location.	Office.	Position.	Salary.
Idlewild.....	Q D	D S	\$55 00
Idlewild.....	Q D	N S	55 00
Croyland.....	G	D S	55 00
Croyland.....	G	N S	55 00
Carman.....	C A	A	60 00
Forest Hill.....	K Y	D	55 00
Brackwayville.....	O W	D C S	55 00
Brockwayville.....	O W	N T S	55 00
Lanes Mills.....	Q	A M	75 00
Falls Creek.....	A K	D	65 00
Falls Creek.....	A K	N C	60 00
Dubois.....	D U	D	65 00
Dubois.....	D U	N	60 00
Dubois.....	B S	D W	75 00
Dubois.....	B S	D N	65 00
Relief Agent.....	.....	.....	80 00

PITTSBURGH DIVISION. Location.

Location.	Office.	Position.	Salary.
Dubois.....	B S	D	\$65 00
C. & M. Junction.....	C M	D S	55 00
C. & M. Junction.....	C M	N S	55 00
Stanley.....	N Y	A	60 00
Stanley.....	N Y	N T	50 00
B. & S. Junction.....	Q N	D	55 00
Sykes.....	S K	D C T	60 00
Big Run.....	R N	D C T	55 00
Big Run Junction.....	D X	D S	55 00
Indiana Junction.....	F	D S	55 00
Indiana Junction.....	F	N S	50 00
Punxsutawney.....	N X	D	65 00
Punxsutawney.....	N X	N	60 00
Punxsutawney.....	X O	D N S	55 00
Punxsutawney.....	C X	D W	65 00
Valler.....	V A	A	55 00
North Point.....	P N	A	55 00
Dayton.....	D A	D C T	55 00
Dayton.....	D A	N C T	50 00
Echo.....	K O	D C	55 00
Echo.....	K O	N C	50 00
West Mosgrove.....	M R	A	55 00
West Mosgrove.....	M R	N T	50 00
Cowan.....	C O	A	55 00
Craigsville.....	C R	A	55 00
Craigsville.....	C R	N T	50 00
Fenelton.....	F N	A	55 00
Butler Junction.....	N Z	D C	60 00
Butler Junction.....	N Z	N C	70 00
Willow Grove.....	R O	D C	70 00
Allegheny.....	C U	D C	50 00

CLEARFIELD BRANCH. Location.

Location.	Office.	Position.	Salary.
Rockton.....	R K	A	\$60 00
Rockton.....	R K	N	50 00
Curwensville.....	H F	D C	55 00
C. B. Junction.....	C B	D	55 00
C. B. Junction.....	C B	N	50 00
Hyde.....	S Y	A	60 00
Clearfield.....	C F	D C	60 00
Clearfield.....	C F	N C	55 00

III.596 NEW YORK STATE DEPARTMENT OF LABOR.

INDIANA BRANCH.

Location.	Office.	Position.	Salary.
Juneau.....	J O	A	\$80 00
Savan.....	V N	A	60 00
Savan.....	V N	N	50 00
Marion Center.....	A O	A	60 00
Marlon Center.....	A O	N	50 00
Chambersville.....	B R	A	60 00
Creekside.....	K M	D C	55 00
Creekside.....	K M	N C	50 00
Shelocta.....	M U	A	55 00
Iselin.....	N	A	60 00
Ernest.....	U S	A	60 00
Indiana.....	M N	D C	55 00
Josephine.....	G X	A	60 00
Relief Agent.....	....	.....	80 00

Rochester, N. Y., Jan. 19, 1907.

W. T. NOONAN,
General Manager.

TELEGRAPHERS, NEW YORK, NEW HAVEN & HARTFORD RAILROAD.

Agreement between the New York, New Haven & Hartford Railroad Company and all the telegraphers employed by it.

1. All employees, except train dispatchers, assigned by proper authority to telegraph service of any character or duration, including tower directors and levermen, as incorporated in the accompanying agreement, will be considered telegraphers within the meaning of this agreement and are so called herein.

2. Telegraphers shall not be disciplined without a hearing unless they waive it. If suspended pending investigation, it shall be held within seven days from date of suspension; when found not at fault as charged, they shall be allowed to resume their duties and be paid for the time lost. When investigation results unfavorably to any employee he shall have the right, either in person or through a committee of employees of the same class, to appeal to the higher officials of the company in their respective order to the general manager. Results of investigation shall be furnished employees affected.

3. Telegraphers are in line for position or for promotion within the jurisdiction of their division superintendent.

Seniority and ability to fill the positions bid or applied for will determine the selection.

The company, through the proper officials, will determine the fitness of telegraphers to fill positions bid for, provided that the senior applicant shall, if any doubt exists as to his ability, be given a fair and impartial examination for position applied for.

Any telegrapher feeling himself aggrieved on account of the decision will have the right of appeal, personally or through a committee of the same class, to the higher officials in their regular order to the general manager.

4. Applications from competent employees in the telegraph service for positions in telegraph offices not under supervision of division superintendents will be given consideration in accordance with the second paragraph of rule 3.

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.597

5. Superintendents will notify each telegrapher on his division within five days of a vacancy in station or ticket agency or assistant agency where services of telegrapher is not required and where salary does not exceed twenty-five dollars (\$25) per week. Telegraphers may make application for such position, which application shall be given consideration in accordance with second paragraph of rule 3.

Operators taking such positions shall not lose their roster standing privilege for bidding for other positions, but will not be granted passes as provided in rule 15.

6. When a vacancy occurs or a new position is created the superintendent of the division shall within five days notify all telegraphers on his division, who may within five days of date of notification file an application for the position. At the end of fifteen days from date of notification the appointment and assignment will be made.

When a man bids in a position he will not be allowed to bid for his former position until it has been once filled and again becomes vacant.

7. When the train or telegraph service requires the attention of the telegrapher beyond twelve consecutive hours, overtime shall be granted according to the first paragraph of rule 8 in this agreement.

8. Overtime shall be paid after thirty-one minutes beyond hour for relief and until relieved for rest.

Overtime rate shall be paid on basis of one-tenth of day's pay per hour.

Telegraphers (except those employed in signal towers) whose hours of duty are twelve shall be allowed one hour for meal, on request, between 11 A. M. and 1 P. M. and 11 P. M. and 1 A. M. If required to work any portion of their meal hour they shall receive one hour's extra compensation at the rate they receive per hour for their regular day's work.

Telegraphers summoned by proper authority for any service after being excused by the train dispatcher or after leaving office for the day shall be paid fifty cents for the first hour or fraction thereof and regular overtime rate thereafter.

9. Eight-hour telegraphers shall not be required to cover twelve-hour tricks when the service can be maintained without it. When an eight-hour telegrapher is sent to cover a twelve-hour trick he shall receive rate per hour of pay which he would have received had he worked his regular position.

10. Requests for overtime must be filed within forty-eight hours from time service is performed; if same is not allowed, notice with explanation will be given within five days.

11. All twelve-hour towermen shall be granted one day off per month without loss of pay.

12. Telegraphers employed at stations shall be excused from duty on Sunday whenever practicable.

13. Telegraphers summoned as witnesses for the company in the courts, or in similar service, shall receive their stated rate of wages while in attendance, and their necessary traveling expenses. When summoned by the company to attend investigations, unless found subject to discipline, they shall be paid their stated rate of wages for the time consumed, but no traveling expenses.

14. When transferred, telegraphers will be furnished free transportation for self and dependent members of family. If transferred, except on their

III.598 NEW YORK STATE DEPARTMENT OF LABOR.

own request, they shall be furnished free transportation for household effects and shall be allowed regular pay at the rate received before transfer is made. The time to be paid for shall be fixed by the superintendent, based upon what would be reasonable time required for the transfer.

15. Employees covered by this agreement will be granted quarterly passes on the division on which they are employed. A telegrapher performing service for more than one division, or in offices not assigned to a division, will be granted pass on any one division of the road which he may select.

16. Minimum salary paid telegraphers will be \$1.75 a day. Remuneration for Sunday work will be allowed, one-quarter day for reporting once, one-half day for reporting twice, and one day for a total of over five hours' service. This will not affect men now receiving one day's pay for Sunday work.

17. A leave of absence for longer than thirty days will not be granted except in special cases, and then only with the approval of the general superintendent.

18. Telegraphers at interlocking towers will not be required to scrub floors, clean windows; interlocking machines or woodwork. (Lever handles and office desks excepted.)

Telegraphers will only be required to scrub floors, clean windows and woodwork and care for switch and signal lamps at stations of minor importance where it is impracticable for the company to arrange for others to do this work.

19. These rules will be printed by the company in book form and copies will be furnished to all telegraphers.

20. Nothing in this agreement will be construed to increase the hours or reduce the existing scale of wages, except as specified in this agreement.

21. This agreement will take effect June 29, 1907, and will be carried out in good faith by all parties interested, and will continue in force until thirty days' notice in writing has been given by either party to the other requesting a change in same.

For the company,

O. M. SHEPARD, *General Superintendent.*

For the telegraphers employed by the N. Y., N. H. & H. R. R. Co.,

E. J. MANION, *General Chairman.*

RATES OF PAY. *New York Division.*

Station.	Title.	Salary Weekly.
Grand Central Station.....	Day operator.....	\$18 50
Grand Central Station.....	Night operator.....	18 50
Harlem River.....	Manager.....	21 00
Harlem River.....	Operator.....	18 50
Port Morris Tower.....	Towerman.....	16 95
Port Morris Tower.....	Towerman.....	15 80
Oak Point Tower.....	Towerman.....	18 80
Oak Point Tower.....	Towerman.....	18 05
Oak Point Tower.....	Leverman.....	16 55
Bronx River Tower.....	Towerman.....	16 55
Bronx River Tower.....	Towerman.....	15 80
Van Nest Tower.....	Towerman.....	16 95
Van Nest Tower.....	Towerman.....	15 80
Van Nest Station.....	C. & O.....	13 00

BUREAU OF MEDIATION AND ARBITRATION, 1907. III.599

RATES OF PAY — (Concluded).

New York Division — (Concluded).

Station.	Title.	Salary Weekly.
Westchester Tower.....	Towerman.....	\$16 95
Westchester Tower.....	Towerman.....	15 80
Pelham Bay Tower.....	Towerman.....	16 55
Pelham Bay Tower.....	Towerman.....	15 80
Bartow.....	A. & O.....	16 00
Pelham Manor.....	Towerman.....	16 95
Pelham Manor.....	Towerman.....	15 80
Pelham Manor.....	A. & O.....	18 00
So. Mt. Vernon Tower.....	Towerman.....	18 80
So. Mt. Vernon Tower.....	Towerman.....	18 05
Mt. Vernon Tower.....	Towerman.....	16 55
Mt. Vernon Tower.....	Towerman.....	15 80
Mt. Vernon Station.....	T. C. & O.....	15 05
Pelham.....	A. & O.....	14 05
New Rochelle Junction.....	Towerman.....	18 80
New Rochelle Junction.....	Towerman.....	18 05
New Rochelle Junction.....	Leverman.....	16 55
New Rochelle Yard.....	Towerman.....	18 80
New Rochelle Yard.....	Towerman.....	18 05
New Rochelle Yard.....	Leverman.....	16 55
New Rochelle Station.....	Day operator.....	13 30
New Rochelle Station.....	N. T. C. & O.....	15 05
New Rochelle Station.....	D. O.....	12 25
Larchmont Station.....	C. & O.....	13 50
Larchmont Station.....	Night operator.....	13 50
Mamaroneck Tower.....	Towerman.....	16 95
Mamaroneck Tower.....	Towerman.....	15 80
Mamaroneck Station.....	D. O. & C.....	13 50
Mamaroneck Station.....	N. O. & C.....	13 50
Harrison Tower.....	Towerman.....	16 55
Harrison Tower.....	Towerman.....	15 80
Harrison Station.....	D. O. & C.....	13 50
Harrison Station.....	N. O. & C.....	13 50
Rye Tower.....	Towerman.....	18 80
Rye Tower.....	Towerman.....	18 05
Rye Station.....	D. O. & C.....	13 50
Rye Station.....	N. O. & C.....	13 50
Port Chester Tower.....	Towerman.....	18 80
Port Chester Tower.....	Towerman.....	18 05
Port Chester Tower.....	Leverman.....	16 55
Port Chester Station.....	Day operator.....	14 05
Port Chester Station.....	N. O. & C.....	15 05
Port Chester Station.....	D. O. & C. (freight).....	14 70

XIV. MISCELLANEOUS.

ACTORS, NEW YORK CITY.

*Articles of agreement made and entered into this 1st day of February, 190 ,
between , lessee , proprietor , owner , manager of the
Music Hall, part of the first part, and , a member of the
Hebrew Varicty Actors' Union, Local No. 5, party of the second part.*

WITNESSETH, The said part of the first part hereby employs and engages the said party of the second part to act, sing and perform at the aforesaid Music Hall, conducted by said part of the first part, and situated at No., in the city of New York, borough of, for a period of five (5) months beginning on or about the 1st day of February, 1907, and ending on the day of, 190 , for which services the said part of the first part hereby agrees to pay, and the said party of the second part agrees to accept, the sum of dollars weekly; it being agreed and understood between the parties hereto that nine (9) performances should constitute one week's work, and each week should terminate on Thursday evening when, on said Thursday evenings, the weekly salary agreed upon should be paid to the said party of the second part, who shall have a right to demand and receive his wages in cash.

IT IS FURTHER AGREED between the parties hereto that any performance that shall be given at the aforesaid Music Hall, in addition to nine (9), the said party of the second part shall be paid for each additional performance a sum equivalent to one-ninth of h agreed weekly salary.

IT IS FURTHER AGREED between the parties hereto that on the Hebrew holidays, known as Rosh Hashano (New Year), Yom Kippur (Day of Atone-ment), and the first night of Passover, said party of the second part shall not be obliged to perform at said Music Hall. No part of h weekly salary, however, shall be deducted by said part of the first part for not participating if performances should be given on such evenings.

IT IS ALSO FURTHER AGREED between the parties hereto that the said party of the second part shall not, under this agreement, be compelled to appear at the aforesaid Music Hall, in conjunction with any performers, who are not members of the Hebrew Variety Actors' Union, Local No. 5, or any other employees of said Music Hall, who are not either members of the United Hebrew Trades or the Actors' National Protective Union of America, and a refusal by the said part of the second part to perform under such circumstances shall not be deemed a breach of this contract on the part of the said party of the second part.

IT IS FURTHER AGREED that during the term of this agreement the said party of the second part will not appear at any other Music Hall or on any stage in the city of New York or the United States, but at the aforesaid Music Hall, without the consent in writing of the said part of the first part.

IT IS ALSO FURTHER AGREED that in case the said Music Hall is closed by the fire department or building department the said party of the second part shall not be entitled to any salary until the doors are open again.

IT IS FURTHER AGREED that the part of the second part has to appear twice at each performance.

BARBERS, NEW YORK CITY.

[See dispute of October 1-December 15.]

Agreement made and entered into this.....day of....., 1907, by and between.....of.....street of the borough of Manhattan, city of New York, hereinafter called the employer party of the first part, and the Journeymen Barbers' Union of the East Side, party of the second part, to wit:

WHEREAS, The employer desires to secure for his shop the help and services of skilled and competent barbers and to satisfy the general public demand for union labor.

WHEREAS, The Union is composed of skilled and competent barbers and undertakes to render such services to the employer.

NOW, THEREFORE, In consideration of the premises and of the mutual covenants and promises hereinafter more particularly set forth, it is hereby agreed by and between the said parties:

1. The employer engages the said union to perform all the work required by him commencing on the date of these present and terminating in one year's time from date. And the said union hereby agrees to do all said work through its members.
2. The wages to be paid the said union or its members shall be as follows: First class, \$12; second class, \$10, and third class, \$8 per week.
3. The following shall be the working hours: During the summer months, from 7:30 A. M. to 9 P. M., with one hour intermission for dinner and one-half hour for lunch, and on Saturday until 10 P. M.; on Sunday, until 1 P. M. During the winter months, from 8 A. M. to 9 P. M., with one hour intermission for dinner and one-half hour for lunch, and on Sunday until 1 P. M. The shop may be kept open for business after the regular hours provided that not more than one employer remains at work.
4. That should the employer desire to discharge any person or persons supplied to him by the said union he shall first notify the union one week in advance. If an employee does not suit an employer the first two weeks he may discharge the said employee without notice.
5. That the employees shall be permitted to take one day off each and every week.
6. That this agreement shall take effect at once and continue until one year's time from date.

Signed and sealed in presence of

BARTENDERS, BINGHAMTON.

Minimum scale of wages of hotels and saloons in the city of Binghamton under jurisdiction of Bartenders' League No. 173:

Arlington Hotel	\$50 00 and board.
Bennett Hotel	50 00 and board.
Crandall Hotel	35 00 and board.
Wales Hotel	35 00 and board.
Lewis Hotel	35 00 and board.
Congdon House	35 00 and board.
McDonald House	35 00 and board.
All other hotels	32 50 and board.

